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THE BOARD OF EDUCATION

1994-1995

English Language Section
Trustees Elected by Public School Electors

Ward No. 1	– Judith Bishop, B.A., M.A.
Ward No. 1	– Brian Gage, B.Sc.
Ward No. 2	– Dr. John Johnston, B.A., M.A., B.D., Th.M., Ph.D., D.D.
Ward No. 2	– Joan MacDonald, LL.B.
Ward No. 3	– Eleanor Johnstone
Ward No. 3	– Robert Stewart
Ward No. 4	– Ray Mulholland
Ward No. 4	– Sandy Hill, B.A.
Ward No. 5	– Margaret Cunningham
Ward No. 5	– Canon Joseph Rogers, C.D., S.Th.
Ward No. 6	– Grant Darby, B.Sc., B.Ed.
Ward No. 6	– Marion Lowe
Ward No. 7	– Geoff Korz, B.A.
Ward No. 7	– Lillian Orban, B.A., M.Ed.
Ward No. 8	– Wes Hicks, B.A.
Ward No. 8	– Sue Rodgerson, B.A.

French Language Section
Trustees Elected by French-Language Electors

Jean Desmarais, B.A.Sc., P.Eng.
Hubert Paquin
Marie Patenaude, B.A., B.Ed.

Term ending 1997 11 30

OFFICERS OF THE BOARD

D. W. GOODRIDGE, B.A., B.Ed., M.Ed. .....Director of Education and Secretary and Chief Executive Officer

P. E. SHEWFELT, C.M.A. .....Superintendent of Finance and Treasurer

R. BINNS, B.Sc., M.Ed. .....Superintendent of Human Resources

E. G. BOND, B.A.,M.A. .....Superintendent of Program

P. GILLIE, B.A.,M.S.Ed. .....Superintendent of Administrative and Operational Services

M. E. QUINN, B.A.,M.Sc.Ed. .....Superintendent of Schools Lower City

N. NICHOLLS, B.Ph.E.,M.Sc.Ed. .....Superintendent of Schools Mountain

R. LAVOIE, B.A., M.Sc.Ed. .....Superintendent of Schools French as a First Language

ORGANIZATION OF THE BOARD

ROBERT STEWART, CHAIRMAN

RAY MULHOLLAND, VICE-CHAIRMAN

JEAN DESMARAIS, CHAIRMAN
FRENCH LANGUAGE SECTION

PROGRAM COMMITTEE

Trustees Bishop, Gage, Hill, E. Johnstone, MacDonald, Patenaude and Stewart (Chairman of the Board).

OPERATIONS AND FINANCE COMMITTEE

Trustees Cunningham, Desmarais, Hicks, Lowe, Orban, Rogers and Stewart (Chairman of the Board).

PERSONNEL AND ORGANIZATION COMMITTEE

Trustees Darby, J. Johnston, Korz, Mulholland, Paquin, Rodgerson and Stewart (Chairman of the Board).

SPECIAL EDUCATION ADVISORY COMMITTEE

Trustees E. Johnstone, Mulholland, Patenaude and Bishop (representing the Chairman of the Board).

SUPERVISED ALTERNATIVE LEARNING FOR EXCUSED PUPILS COMMITTEE

Trustees Bishop, J. Johnston, MacDonald, Orban, Rogers and Stewart (Chairman of the Board).

JOINT COMMITTEE WITH THE HAMILTON-WENTWORTH SEPARATE SCHOOL BOARD

Trustees Korz, Orban, Paquin and J. Johnston (representing the Chairman of the Board).

RULES AND REGULATIONS

Trustees Cunningham, Desmarais, Hill, Korz, Rodgerson, Rogers and Stewart (Chairman of the Board).

AFFIRMATIVE ACTION/EMPLOYMENT EQUITY COMMITTEE

Trustees Bishop, J. Johnston, MacDonald, Rodgerson and Stewart (Chairman of the Board).

SALARY COMMITTEE

Trustees Cunningham, Hill, Lowe, Mulholland and Stewart (Chairman of the Board). Trustee Paquin will represent the French Language Section for negotiations with the Association des ensiegnantes et des enseignants Franco-ontariens.

MINUTES

BOARD OF EDUCATION

FOR THE CITY OF HAMILTON

1994 – 1995

INAUGURAL MEETING

Board Room
Education Centre
1994 12 01

The Board met with D. W. Goodridge, Director of Education and Secretary, presiding.

Present: Trustees Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, J. Johnston, E. Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgerson, Rogers and Stewart.

The Secretary of the Board called the meeting to order and read the following results as received from J. J. Schatz, City Clerk and Returning Officer:

"The following were elected as members to the Board of Education for the City of Hamilton, at the Municipal Election held 1994 11 14:

Members, English Language Division:
Ward 1 – Judith Bishop and Brian Gage
Ward 2 – Joan MacDonald and John Johnston
Ward 3 – Eleanor Johnstone and Bob Stewart
Ward 4 – Ray E. Mulholland and Sandy Hill
Ward 5 – Margaret Cunningham and Joe Rogers
Ward 6 – Grant Darby and Marion Lowe
Ward 7 – Geoff Korz and Lillian Orban
Ward 8 – Wes Hicks and Sue Rodgerson

Members, French Language Division
Jean Felix Desmarais, Hubert Paquin and Marie Patenaude"

The Secretary called the meeting to order and called on Ian Gordon, Solicitor, who led the members through the Declaration for the Office of Trustee and the Oath of Allegiance.

The Secretary called for nominations for the position of Chairman of the Board.

Moved by Dr. Johnston, seconded by Mrs. Hill: That Robert Stewart be Chairman of the Board of Education for the City of Hamilton for the year ending 1995 11 30.

Moved by Miss Cunningham, seconded by Ms. Orban: That nominations be closed. Carried.

The motion was put to a vote and was Carried.

The Secretary then called for nominations for the position of Chairman of the French Language Section.

Moved by Mr. Paquin, seconded by Ms. Patenaude: That Jean Desmarais be Chairman of the French Language Section for the year ending 1995 11 30.

Moved by Miss Patenaude, seconded Mr. Paquin: That nominations be closed. Carried.

The motion was put to a vote and was Carried.

Mr. Stewart took the chair and introduced the platform guests: Bruce Wallace, Chairman-Elect, Wentworth County Board of Education and Pat Daly, Chairman-Elect, Hamilton-Wentworth Roman Catholic Separate School Board. Mr. Stewart noted regrets were received from the Mayor and Regional Chairman due to City Council's Inaugural being held this evening.

The Chairman then proceeded with the general business of the meeting and called for nominations for the position of Vice-Chairman of the Board.

Moved by Mrs. Lowe, seconded by Mr. Darby: That Ray Mulholland be Vice-Chairman of the Board for the year ending 1995 11 30.

Moved by Mrs. Hill, seconded by Miss Cunningham: That nominations be closed. Carried.

The motion was put to a vote and was Carried.

Moved by Mr. Desmarais, seconded by Mr. Hicks: That the Rules and Regulations of the Board, as amended and approved in 1994, be adopted for the year ending 1995 11 30. Carried.

Moved by Mr. Hicks, seconded by Mr. Mulholland: That the membership of the following committees be approved for the year ending 1995 11 30:

PROGRAM COMMITTEE

Trustees Bishop, Gage, Hill, E. Johnstone, MacDonald, Patenaude and Stewart (Chairman of the Board).

OPERATIONS AND FINANCE COMMITTEE

Trustees Cunningham, Desmarais, Hicks, Lowe, Orban, Rogers and Stewart (Chairman of the Board).

PERSONNEL AND ORGANIZATION COMMITTEE

Trustees Darby, J. Johnston, Korz, Mulholland, Paquin, Rodgerson and Stewart (Chairman of the Board).

SPECIAL EDUCATION ADVISORY COMMITTEE

Trustees E. Johnstone, Mulholland, Patenaude and Bishop (representing the Chairman of the Board).

SUPERVISED ALTERNATIVE LEARNING FOR EXCUSED PUPILS COMMITTEE

Trustees J. Johnston, MacDonald, Orban, Rogers and Stewart (Chairman of the Board).

JOINT COMMITTEE WITH THE HAMILTON-WENTWORTH SEPARATE SCHOOL BOARD

Trustees Korz, Orban, Paquin and J. Johnston (representing the Chairman of the Board).

RULES AND REGULATIONS

Trustees Cunningham, Desmarais, Hill, Korz, Rodgerson, Rogers and Stewart (Chairman of the Board).

AFFIRMATIVE ACTION/EMPLOYMENT EQUITY COMMITTEE

Trustees Bishop, J. Johnston, MacDonald, Rodgerson and Stewart (Chairman of the Board).

SALARY COMMITTEE

Trustees Cunningham, Hill, Lowe, Mulholland and Stewart (representing the Chairman of the Board). Trustee Paquin will represent the French Language Section for negotiations with the Association des ensiegnantes et des enseignants Franco-ontariens.

The motion was put to a vote and was Carried.

Moved by Mr. Darby, seconded by Canon Rogers: That Judith Bishop be Chairman of the Program Committee for the year ending 1995 11 30. Carried.

Moved by Mrs. Hill, seconded by Mr. Mulholland: That Margaret Cunningham be Chairman of the Operations and Finance Committee for the year ending 1995 11 30. Carried.

Moved by Mr. Mulholland, seconded by Mrs. Rodgerson: That Geoff Korz be Chairman of the Personnel and Organization Committee for the year ending 1995 11 30. Carried.

Moved by Ms. Orban, seconded by Ms. Patenaude: That Ray Mulholland represent this Board on the Hamilton Council of Home and School Associations for the year ending 1995 11 30. Carried.

Moved by Mr. Gage, seconded by Mrs. Bishop: That Lillian Orban and Dr. John Johnston represent this Board on the Parks and Recreation Committee of City Council for the year ending 1995 11 30. Carried.

Moved by Ms. MacDonald, seconded by Mrs. Johnstone: That the Manager of Planning represent this Board on the Planning and Development Committee of City Council, with Wesley Hicks as the alternate, for the year ending 1995 11 30. Carried.

Moved by Ms. Patenaude, seconded by Ms. Orban: That Trustees Judith Bishop and Ray Mulholland and staff members Shelagh Simpson, Co-ordinator, Early Years, and Mike Newman, Budget Analyst, be appointed as the Board's representatives to the Umbrella Board of Family and Child Care Centres of Hamilton for the year ending 1995 11 30. Carried.

Moved by Mrs. Rodgerson, seconded by Mr. Korz: That William Urie represent this Board on the Hamilton Safety Council for the year ending 1995 11 30. Carried.

Moved by Mr. Korz, seconded by Ms. Orban: That Gail Christmas represent this Board on the Transport and Environment Committee of City Council, with Sue Rodgerson as the alternate, for the year ending 1995 11 30. Carried.

Moved by Mrs. Johnstone, seconded by Ms. MacDonald: That Wesley Hicks represent this Board on the Co-operative Education Association, with Brian Gage as the alternate, for the year ending 1995 11 30. Carried.

Moved by Mrs. Lowe, seconded by Miss Cunningham: That Mr. S. M. Halpern; Mr. E. L. Stringer, Q.C.; Mr. J. Evans, Q.C.; and the firms of Evans, Philp; and Agro, Zaffiro, Parente, Orzel and Baker; Hicks, Morley, Hamilton, Stewart and Storie; and Keel Cottrelle be appointed solicitors for the Board of Education for the City of Hamilton for the year ending 1995 11 30. Carried.

Moved by Miss Cunningham, seconded by Canon Rogers: That the firm of MacGillivray Partners be appointed auditors for the Board of Education for the City of Hamilton for the year ending 1995 11 30. Carried.

Moved by Mrs. Bishop, seconded by Mr. Gage: That Ram Mulki Kamath and Archie J. McQueen be appointed representatives to the Hamilton Library Board for the three-year term ending 1997 11 30. Carried.

Mr. Stewart announced that this meeting would now recess and reconvene in the Auditorium of the Education Centre.

The members joined the many guests, staff, family and friends of the Chairman in the auditorium for the second half of the proceedings.

The Secretary of the Board introduced Robert Stewart as Chairman of the Board of Education for the City of Hamilton, Ray Mulholland as Vice-Chairman of the Board and Jean Desmarais as Chairman of the French Language Section for the year ending 1995 11 30.

The Chairman then called on Dr. John Johnston to give the invocation. Bruce Wallace, Chairman-Elect, Wentworth County Board of Education and Pat Daly, Chairman-Elect, Hamilton-Wentworth Roman Catholic Separate School Board brought greetings on behalf of their respective Boards and wished Mr. Stewart well in his term of office. Mr. Wallace also extended greetings on behalf of the Ontario Public School Boards' Association.

Mr. Stewart welcomed three new trustees to the Board – Mr. Gage, Ms. MacDonald and Mrs. Johnstone. Each spoke briefly.

The Secretary of the Board called on Mr. Stewart as the Chairman of the 1995 Board to give his Inaugural Address. (Page 11)

Bert Allen, Chairman of the Board for 1994, was presented with the customary gift from the Board.

Dan Sheeler, President of the Student Council at Hill Park Secondary School, presented a gavel to Mr. Stewart.

The Chairman introduced the Barton Singers from Barton Secondary School who performed excerpts from Les Miserables, under the leadership of the Music Teacher, Jack Packer,

At the conclusion of the entertainment, the members and guests were invited to partake of refreshments.

The meeting then adjourned.

Adopted as presented.

.....

Chairman

CHAIRMAN'S INAUGURAL ADDRESS
December 1, 1994

Honoured Guests, Ladies and Gentlemen, Fellow Trustees —

I am both proud and honoured tonight to be named to the Chairmanship of the Hamilton Board of Education, particularly so because I myself am a product of this system. As trustees, we have been charged with the responsibility of educating the youth of this community to their greatest potential. If we fail in supplying the necessary physical, instructional and moral requirements, we have failed the responsibility placed upon us.

I would like to start by expressing a few words of gratitude. To my fellow trustees for their understanding guidance and most of all, patience. I know I have, at times, pushed many to their limit, and being a creature of habit, I anticipate this will not change. I feel some of my fellow trustees need to be singled out.

Ray Mulholland – when newly elected, it was Ray who would come to the machine shop where I worked, with tea in hand to slowly, patiently relate just exactly how the board worked. It was Ray's words of encouragement that truly help me find my way out of the forest. Thanks Ray.

Margaret Cunningham – who in the most difficult of times gave her Salary chairman the confidence and support to act, not having to fear second guessing or whether it was his head to be placed on the platter, a better ally I could not have asked for. Thank you Margaret.

Bert Allen – it was Bert who was saddled with a Ward mate who thought diplomacy was nothing but a board game. Bert's foremost and most important lesson was to engage brain before mouth. As a Ward mate or, should I say, partner, I most certainly lucked out with one of the best. Thank you Bert.

Senior Officials and board personal – there was a time where nothing delighted me more than to be able to publicly tear a strip off which ever official was lucky enough to be present on that particular night. Over the past six years, there have been many changes to this group. Names have changed, positions have changed, friends have come and gone; in fact not one senior official remains in the same portfolio. But one constant, amongst all this change, remains true. This group's absolute professionalism and dedication to this system, a system that has been intrusted with the most sacred of all trust "our future", the education of our young people, you have earned my highest admiration and respect.

To my mother, Beatrice and my mother-in-law, Joan, what can I say, for your constant support and understanding, Thank You, and I hope never to let you down.

Lastly and most important of all to my wife, Debbie, and my daughters Joanne and Jackie, for it is these three who have endured the most. It was this group who was never quite sure which Bob would be walking through the door. The happy, let's go out and celebrate Bob who had just had a successful night at board or "Bob the Terrible" who, after a less than successful night at board, wanted heads to roll and could not understand how the board could be blind and for that matter deaf wondering just what planet did these people come from? Actually Joanne and Jackie think I suffer from some kind of Jeckle and Hyde syndrome; but throughout all of this they have never once given me any cause or reason to be less proud of them as I am at this moment.

My wife Debbie regardless of how the battle went, I knew I always had a friend to go home to. Whether victor or vanquished, it did not matter, endless and unfailing trust and support is the sole reason that I am able to do what I do. Thank you is simply not enough to truly express my gratitude.

As I was considering my remarks for this evening, I made a list of issues facing the Board and education.

What I ended up with was a list of issues that would make my speech last for most of tonight's meeting and many more to come. It's no accident, of course, that the list is long. There's a lot of talk about education today because it has been recognized as the key ingredient for success in an Information Age. In fact, as a Spectator-CHCH poll showed recently, education is the second most important issue on the public's agenda.

Fortunately, however, for all of you, I have decided to concentrate on only four or five of the major issues that I feel our Board will have to address over the next year or so. And all of those major issues have an underlying theme – and that is *teamwork.*

You know, we all talk about the value of working together in teams. It's popular today. In schools, teachers assign projects to teams of students and encourage them to work in groups to solve problems and brainstorm innovative solutions. This, of course, is all to prepare young people for the world of work where teamwork is central.

The automobile industry, for example, which for years used the assembly line approach, has now adopted the Japanese method to auto-

mobile production – working in teams and establishing quality circles. Businesses, at all levels, use task groups to work on problems – and opportunities – and with global trade and communication, workers around the world can work together to bring local know-how to the table.

The kind of teamwork we all talk about, and support, is critical to meeting and solving the challenges facing education. Sometimes though, we talk more about teamwork than actually doing anything about it. And I think that's the most important challenge our Board will face in the foreseeable future – **working together with:**

- businesses and organizations that play a role in education
- municipal government with which we share funding and facilities
- other school boards
- unions and federations
- staff and students
- parents
- the many organizations that offer services to children
- and provincial and federal governments that provide much of the funding we require to operate our business

And that is the first issue I wish to address this evening. Funding. Yes, it was a big issue in Bert's speech last year and in Margaret Cunningham's the year before. And I'm sure it will be top of the list of many chairpersons to come.

• A major concern of mine is the **inequity of capital grant money** coming from the Ministry to the Hamilton Board of Education. As a city board with many older schools, we have buildings in strong need of repair and upgrading. But while a significant amount of money is required for repairs and renovations, little is forthcoming. My constituents remind me that the other two school boards in the area are building new schools and renovating existing ones with capital funding from the province. I believe it is time we stopped talking about the problem and encouraged our MPPs – of which we have no less than 6 – 3 of whom are Cabinet Ministers – to honour their commitment to us; that this board would not be forgotten.

• Trustees should also know that *public* school boards provide more high-cost programs than separate school boards. As the Ontario Public School Boards' Association has noted, public boards provide access for all students – we spend 75 per cent of the special education budget. And public boards finance 77 per cent of adult and continuing education pro-

grams *using local taxes, which are now being shifted elsewhere.* That is because the Ontario government recently passed Bill 160, the Budget Measures Act, which changes the way local corporate assessment is distributed between public and separate school boards. While there are new definitions and grant calculations associated with the Bill, one thing appears certain – the inequities public boards are experiencing now will increase in the future unless we, as trustees of *this* public board, join with our fellow public boards across the province – as a team – to speak out loudly against these inequities that have the potential to force public education to a second class status in Ontario. We have to be strong advocates for public education in this city and in the province. The alternative is that this community may lose programs available in the public school system. I find this to be unacceptable.

• Similarly, **provincial grants to boards have been flatlined,** requiring us to run the same business we've always run with less dollars. But our Board has succeeded in meeting this challenge by cutting over $16 million from our Budget and still maintaining services essential to the success of our students. This can't go on any longer. We've cut deep enough.

So I want to challenge the Hamilton Separate Board and the Wentworth Board to work with us on joint ventures – such as shared busing – to reduce duplication and to work as a team to do more with less. **All of us would like to see more efficient use of school buses.** Our Board is on record in favour of shared busing and we look forward to progress in our discussions with the Separate Board. "One bus, one road."

A good example of what I'm talking about is the Education Purchasing Group recently formed between our Board, the Hamilton Separate and Wentworth boards, McMaster University and Mohawk College. This purchasing co-operative will save taxpayers money and benefit all three boards. A true win-win scenario.

• In my mind, we spend far too much time competing rather than co-operating. And that applies to City Hall as well. **We share many resources with the City, and we could share more.** Now is the time to act, to work as a team, to get the most value from the precious resources of our taxpayers – it should no longer be an acceptable practice for one side of Main Street to make a profit at the expense of the other; the bottom line here is the right hand must know what the left hand is doing.

• Another area I want to touch on is the issue of **safe schools.** Once again, let me refer to the Spectator-CHCH poll – it put crime as the num-

ber one issue. But that poll went one step further and asked Hamilton residents what are the five major *education* issues today. Violence ranked number one, followed by drugs, with discipline being third. Safety in our schools is a key concern of parents and this Board. Already, we have taken steps to address the threat of dangerous strangers in our schools through the establishment of a new School Alert Program in partnership with the Hamilton-Wentworth Regional Police Department and other area school boards. I should point out that *this* Board took a lead in its development and this program has been a real success in alerting schools and parents to dangerous or suspicious individuals near or on school property. In another related area, many of our schools have also established peer mediation programs where students trained in mediation techniques help settle student disputes outside the school and at recess.

In January, we will receive a full report from administration about a comprehensive Safe Schools Program that will intensify our Board's commitment to this critical concern. After all, a safe working and learning environment for staff and students is essential, above all else. I should point out, however, that new policies and procedures are not enough to curb this problem. Once again, we need to work together – as a team – with parents, with social service agencies, with the other school boards, with the police, and with our politicians to ensure the safety of our schools and to reinforce positive behaviour and discipline amongst our students.

• I'd like to talk for a minute about the issue of **accountability** – not only to our parents, but also to our non-parent ratepayers as well. Our students are facing some of the most challenging and exciting times in the history of education.

Our **teachers are responding** to the challenges of our fast-paced high tech world by **giving students the skills they will require to achieve in tomorrow's workplace:** to know where to find information and how to process it properly and quickly using the appropriate technology, how to use it creatively, how to work in teams to solve problems, how to adapt to change and the importance of lifelong learning.

Yes, we're meeting the demands of rapid change – to the point where we focus on preparing over two thirds of our students for post-secondary education. But, as I said before, ratepayers want more concrete examples of how well we are doing in educating our children. In short: "Are students getting the education they need?"

The report of the Royal Commission on Learning, which is expected in January, will be a symbol of the need for increased accountability.

Standardized and province-wide testing will continue to help us to measure student and staff success. They will also help us to check our progress in improving results. In addition, our Board has also developed publications that give parents a detailed report on our record in this area.

The Common Curriculum also calls for solid standards for what students are required to have learned by the end of grades 3, 6 and 9. It will mean change in reporting methods and ongoing assessment of student progress. This will increase accountability to our community and, in particular, will provide parents with more specific information about their child's progress.

Once again, partnership and support from the community – teamwork, if you will – is required to maximize our return on these key initiatives. These children are OUR children, our community's children and we are all responsible for their success.

• I would now like to reflect on some **real and positive examples of how teamwork has paid off for our Board.**

First, we were very successful in our **Social Contract negotiations** with our federations and unions. Although the whole process was designed by the provincial government, not us, we worked together with our unions and federations to meet both the needs of taxpayers and then needs of employees as best possible. The Social Contract has been difficult and we have lost some very talented new staff as a result of cuts. But I applaud our unions and federations for the way in which they dealt with this Board. The manner in which our Social Contract negotiations took place was not the norm across the province. And we should be proud of how we met this challenge.

Trustees and staff have also worked hand in hand over the past year to cut more than $16 million form our budget to avoid a tax increase. For example, we cut $2.9 million for school repairs, $1.1 million for supplies and $5.5 million in salaries and wages. And we did that in a way that will have the least possible impact on the success of our students.

• **This Board has also celebrated many firsts** – historically we were the first Board to take students and staff to China – and it is my hope that this long established relationship will grow and flourish in the

future. We were one of the **first boards to initiate school breakfast and nutrition programs** to ensure that students can begin their day on an equal footing with their classmates. It was this Board that **initiated the Hamilton Industry-Education Council,** the first of its kind in Canada. And we should be proud.

• Finally, I want to emphasize that being in public service as a trustee doesn't mean that we can't work together with our staff to give them all the support they need – both in the classrooms and in administrative and support roles. It's not often enough that we as trustees **acknowledge the outstanding people in this board** who work long and hard for the children of this community every day. I want to publicly recognize their service in these very difficult times. Let's not be afraid to give them our thanks and recognize a job well done.

• We can – and should – **be proud of our record, but we have to build on that record** together with the many other organizations that provide services to children. As a team of trustees, teachers, students, support staff and parents, we must join together with other organizations in our community and far beyond to advance the cause of public education and to become true advocates for its future in the next century.

In closing, I would like to borrow a quote. A famous person had this to say about children:

"Our youth now love luxury, they have bad manners, contempt for authority. They show disrespect for their elders and love chatter in place of exercise. They no longer rise when their elders enter the room. They contradict their parents, chatter before company, gobble their food and tyrannize their teachers."

I borrowed this from the 1966 Inaugural address of Robert J. Stewart, my father. He borrowed it from Socrates, fifth century B.C., so I guess you can say the more things change the more they stay the same. I am truly looking forward to a successful year and I know with teamwork and co-operation it will be that. I will actively promote this Board where ever possible and to whoever will listen. It would be my hope that when education is discussed whether it be Toronto, Ottawa or any level of Government, the name Hamilton Board of Education is foremost in that discussion.

Thank you.
ROBERT STEWART

MINUTES OF THE SPECIAL IN-CAMERA MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1994 12 13

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Desmarais, Johnston, Johnstone, Korz, MacDonald, Mulholland, Orban, Rodgerson and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), M. Quinn (Superintendent of Schools – Lower City), N. Nicholls (Superintendent of Schools – Mountain) and S. Rogers (Assistant to the Secretary).

At a workshop session prior to the commencement of the formal meeting, Superintendent Quinn inserviced the trustees on the components of an expulsion hearing.

At the conclusion of the workshop, the formal Board meeting commenced.

The Secretary announced that regrets for not attending had been received from Trustees Gage, Hicks and Paquin.

In order to provide for a full and accurate recording of the proceedings, it was moved by Mr. Korz, seconded by Miss Cunningham: That for in-camera meetings held to consider a recommendation of expulsion conducted under the authority of Section 23(3) of the Education Act, R.S.O. 1990, minutes be recorded and that these minutes include all deliberations of the Board of Trustees. Carried.

A brief recess was called.

GENERAL

Student Expulsion Hearing

When the meeting reconvened, the Chairman stated the purpose of this hearing was to consider a recommendation for expulsion of a student within our system

The Chairman announced the following people in attendance: Trustees Stewart (Chairman), Cunningham, Desmarais, Johnston, Johnstone, Korz, MacDonald, Mulholland, Orban, Rodgerson and Rogers; D. Goodridge, Director of Education and Secretary; M. Quinn, Superintendent of Schools – Lower City (observer); N. Nicholls, Superintendent of Schools – Mountain; the Principal of the School where the student was enrolled.

The Superintendent of Schools commenced the administration's presentation, reviewing the investigation and the process followed by the Superintendent and the Principal. In reviewing the reasons for making the recommendation to expel, the Superintendent confirmed that all requirements under Section 23(3) of the Education Act had been met. The recommendation for expulsion was then read.

Upon conclusion of the presentation, the Chairman invited questions for clarification.

When a trustee sought information as to the determination of the police, the Chairman explained the intent of the questions was to clarify the evidence presented, adding that any criminal charges are not germane to an expulsion hearing. He ruled the question out of order.

As there were no further questions for clarification, the Chairman thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, M. Quinn, N. Nicholls, and the Principal.

After considering the evidence presented, it was

Moved by Mr. Korz, seconded by Miss Cunningham: That the student be expelled from all schools within the jurisdiction of the Board of Education for the City of Hamilton, effective 1994 12 13.

The Chairman called for further questions.

When a trustee attempted to pursue an earlier question, the Chairman ruled the question out of order.

A trustee, noting the lack of representation on behalf of the student, asked if any attempt was made in addition to the registered letter to ensure the family was aware that this meeting would be taking place.

The Chairman offered to recall the officials to seek further clarification and the following officials returned to the meeting room: D. Goodridge, M. Quinn, N. Nicholls and the Principal.

The Chairman asked the question of the Superintendent who advised that the principal personally visited the student's home and delivered the letter to ensure its safe delivery.

The officials and principal were again requested to retire from the meeting room.

As there were no further questions, the Chairman read the motion for expulsion and called for a vote. The motion was voted on and Carried unanimously.

The Chairman asked that the record show that D. Goodridge, M. Quinn, N. Nicholls and the Principal returned to the meeting room.

The Chairman announced that after hearing all the evidence and giving it careful consideration, it was the decision of the Hamilton Board of Education trustees that the student be expelled, effective 1994 12 13. He then quoted the following motion as moved by Mr. Korz and seconded by Miss Cunningham:

"That the student be expelled from all schools within the jurisdiction of the Board of Education for the City of Hamilton, effective 1994 12 13."

The meeting then adjourned.

Adopted as presented.

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Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1994 12 15

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Desmarais, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgerson and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent – Administrative and Operational Services), M. Quinn (Superintendent of Schools – Lower City), N. Nicholls (Superintendent of Schools – Mountain), R. Lavoie (Superintendent of Schools – French as a First Language), G. Rutledge (Controller), M. Matier (Assistant Superintendent of Schools – Mountain), S. Thompson (Assistant Superintendent of Schools – Lower City) and S. Rogers (Assistant to the Secretary).

GENERAL

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Gage, Darby and Hicks.

The minutes of the last regular meeting of 1994 11 17 and special meeting of 1994 11 10 were adopted as presented.

The Secretary read a note of thanks for the Board's expression of sympathy from the Cyr family and drew the members' attention to the following correspondence from: the Minister of Education and Training re Violence-Free Schools Policy; the Ministry of Education and Training re same sex benefits; Ontario Public School Boards' Association re appointment of delegates and an Invitation from the Hamilton Teacher-Librarians' Association for a trustee to attend Ideashop '95 Conference, 1995 01 13-16.

Moved by Miss Cunningham, seconded by Mrs. Rodgerson: That Trustee Mulholland be appointed as the Voting Delegate and Trustee Hill be appointed as Alternate Delegate for the Regional Meetings and the Annual General Meeting of the Ontario Public School Boards' Association. Carried

Moved by Mr. Mulholland, seconded by Mrs. Bishop: That Trustee Stewart be appointed as Director and Trustee J. Johnston as Alternate Director for the Ontario Public School Boards' Association. Carried.

Moved by Mrs. Hill, seconded Ms. Orban: That the Chairman appoint a delegate to attend the Hamilton Teacher-Librarians' conference in January. Carried.

The remaining correspondence was received and ordered filed.

Trustee Korz gave notice that he will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose the following motion:

"Whereas the Employment Equity Act (Bill 70) requires boards of education to set hiring targets and enact measures to ensure employees reflect the community they serve, and

Whereas the Employment Equity Act (Bill 79) allows boards to meet hiring targets through means appropriate to their community, and

Whereas the Hamilton Board of Education rejects quotas and other measures that extend hiring criteria beyond those of job qualification;

Be it resolved:

That the Hamilton Board of Education meet its employment targets by means of hiring practices based solely on the criteria of professional qualification and ability.

Trustee Orban's challenge to the Chair's ruling that this motion was not debatable until the next meeting was put to a vote and was Lost.

Committee Reports were presented as follows:
Program Committee – Mrs. Bishop
Operations and Finance Committee, regular and special – Miss Cunningham
Personnel and Organization Committee, regular and special – Mr. Korz

Moved by Mrs. Bishop, seconded by Ms. MacDonald: That the General Part of the Report of the Program Committee be adopted.

Stating it was not the intent to develop a report, it was moved in amendment by Mrs. Hill, seconded by Miss Cunningham: That the word "its" be deleted from Clause 4(a).

Miss Bond clarified that it was her understanding the substance of that report would be included in the symposium planned for late Spring. A plan would be developed incorporating the Program Department's presentation with a report to the region on all aspects, not just that report.

The amendment was put to a vote and was Carried.

Moved in amendment by Mr. Korz, seconded by Miss Cunningham: That Clause 1(a) be amended as follows:

That one additional trustee be added to the Central Review Committee (Selection of Learning Resources). Carried.

The Report, as amended, was put to a vote and was Carried.

Moved by Miss Cunningham, seconded by Mr. Mulholland: That the General Part of the Report and Special Report of the Operations and Finance Committee be adopted.

Trustee Cunningham requested that Clause 2 of the Regular Report be voted on separately and it was

Moved in amendment by Miss Cunningham, seconded by Mr. Mulholland: That Clause 2(a) be amended to delete the words "and consistent with the purposes of the Act, smoking in all other Hamilton Board of Education buildings and on Board property is also totally banned."

Noting the legislation is aimed at students, Trustee Cunningham voiced her concern that smoking be allowed outside Board of Education buildings other than schools.

Trustees speaking against the amendment opposed making an exception for the Education Centre and Dundurn Warehouse noting the presence of SALEP students, choirs, violin program, etc. at the Education Centre. Others spoke to the issue of equality throughout the system and the need to provide a role model for students.

Emanating from the fact that the proposed policy would rescind the Smoking in the Workplace Policy (1988), Trustee Bishop cautioned that the amendment would permit smoking within buildings which were not schools and this was not the intent.

Moved in amendment to the amendment by Mr. Korz, seconded by Miss Cunningham: That the word "schools" be changed to "buildings".

It was clarified that should the two amendments and the motion as amended be approved, smoking would still be allowed outside the Dundurn Warehouse and Education Centre buildings.

The amendment to the amendment was put to a vote and was Carried.

The amendment was put to a vote and was Carried.

Trustee Lowe requested that Clauses 3 a), b) and c) in the Special Report be voted on separately. When advised that the intent of the tabling motion was to provide the opportunity to seek clarification from the Hamilton-Wentworth Roman Catholic Separate School Board about the issue of sharing, Trustee Lowe

maintained that the issue of automation was separate from that of sharing and should not be delayed for the response.

In response to questions about deadlines, Mr. Rutledge confirmed the amount of the grant and that the two Boards must report back to the Ministry of Education and Training by the Fall of 1995 as to how the fund was utilized.

Relative to Clause 3, it was moved in amendment by Mrs. Lowe, seconded by Ms. Patenaude: That the word "tabled" be changed to "approved". Lost.

Referring to Clause 3, Trustee Lowe requested she be recorded as voting opposed. She stressed these were two separate issues and that automation through the use of the Edulog software was the first step prior to consideration of shared transportation.

Clause 3 (a) was put to a vote and was Carried.
Clause 3 (b) was put to a vote and was Carried.
Clause 3 (c) was put to a vote and was Carried.

The Report, as amended, and Special Report were put to a vote and were Carried.

Moved by Mr. Korz, seconded by Mrs. Hill: That the General Part of the Report of the Personnel & Organization Committee be adopted.

At Trustee Bishop's request to vote separately on and move in-camera to discuss Clause 2.3 PROMOTIONS (a), the Chairman called for a vote on the Report with the exclusion of Clause 3. Carried.

The Board then met in-camera.

At the resumption of the public meeting, Clause 2.3 PROMOTIONS (a) was put to a vote and was Carried.

Moved by Canon Rogers, seconded Mrs. Lowe: That the March, 1995 meeting date for the Board be changed to Tuesday, 1995 03 21 at 20:00 hours. Carried.

FRENCH LANGUAGE SECTION

Presentation of French Language Section Report – Mr. Desmarais

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mrs. Bishop, seconded by Mrs. Johnstone: That the Elementary/Secondary Part of the Report of the Program Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Canon Rogers: That the Elementary/Secondary Part of the Special Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Mrs. Johnstone: That the Elementary/Secondary Part of the Report and Special Report of the Personnel and Organization Committee be adopted.

Moved in amendment by Mrs. Bishop, seconded by Miss Cunningham: That Clauses 1 (a) and (b) in the Addendum be lifted into the body of the Report. Carried.

Trustee Hill requested information on this item and in consideration of the personal nature of the discussion, it was

Moved by Mrs. Hill, seconded by Miss Cunningham: That the Board move to an in-camera session. Carried.

The Board then met in-camera in Committee of the Whole.

At the resumption of the public meeting, Trustee Stewart assumed the Chair.

Moved by Mrs. Hill, seconded Mr. Korz: That the following Report of the Committee-of-the-Whole be adopted:

That Clause 1. 3. PROMOTIONS (b) and (c) and Clause 3. be tabled. Carried.

It was clarified that the intent of the tabling motion was to refer it to the Officials.

The Report, as amended, and Special Report were put to a vote and were Carried.

The meeting then adjourned.

Adopted as presented.

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Chairman

REPORT OF THE FRENCH LANGUAGE SECTION
FIRST REPORT

Present: Trustees Desmarais (Chairman) and Paquin.

Official Present: R. C. Lavoie (Superintendent of Schools, French as a First Language).

The French Language Section recommends:

1. That the following recommendations of the Superintendent of Schools – French as a First Language be approved as presented to the members :

A. STAFFING

1. PROBATIONARY STAFF APPOINTMENT(S) – Nil
2. PERMANENT STAFF APPOINTMENT(S) – Nil
3. PROMOTION(S) – Nil
4. INTERNAL APPOINTMENT(S) – Nil
5. TIMETABLE CHANGE(S) – Nil
6. RETIREMENT(S) – Nil
7. LEAVING EMPLOYMENT – Nil
8. LEAVE(S)

Secondment(s)

Leave(s) of Absence

Return(s) from Leave of Absence

That Gabrielle Labrosse be returned from a Leave of Absence and assigned teaching duties effective 1994 12 19 with salary according to the salary schedule.

Leave Extension(s)

9. OCCASIONAL STAFF ASSIGNMENT(S) – Nil

B. OTHER

Trips

That the following trip request be approved:

a) Georges-P.-Vanier, Grades 11 to OAC, Ottawa, 1995 02 02-04. (Thursday-Saturday)

Position of Added Responsibility

a) That the request of Monique Stépien to relinquish her position as Head of Department (Français) effective 1995 01 31 be granted.

* * * * * * * * * *

2. The the News Release from the Ministry of Education and Training dated 1994 10 21 re Dave Cooke announces further Violence-Free Schools Activities be received for information.

3. That the News Release from the Ministry of Education and Training dated 1994 11 04 re University of Toronto and OISE reach tentative Agreement on Integration be received for information.

4. That the Memorandum from the Ontario French Language Trustees' Association (AFCSO) dated November 1994 re In-Service and Orientation Session be received for information.

5. That the Brochure on Transition Years – 1994-1995 Implementation Strategies be received for information.

6. That the Verbal Report on the Indenture Agreement for the "Centre francophone St-Thomas-d'Aquin" be received for information.

7. That the Verbal Report on the French Language Elementary School Students from the Hamilton Board attending Hamilton-Wentworth Separate School Board Schools (Monseigneur-de-Laval and Notre-Dame) be received for information.

Respectfully submitted

JEAN DESMARAIS
Chairman

Centre francophone St-Thomas-d'Aquin
1994 12 05

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE
PREMIER RAPPORT

Étaient présents: M. Jean Desmarais (président); M. Hubert Paquin (conseiller scolaire).

Administrateur présent: M. R. C. Lavoie (Surintendant des écoles de langue française).

La Section de langue française recommande :

1. que les propositions suivantes du Surintendant des écoles de langue française soient approuvées telles que présentées aux membres :

A. DOTATION EN PERSONNEL

1. NOMINATIONS DU PERSONNEL STAGIAIRE – Aucune
2. NOMINATIONS DU PERSONNEL PERMANENT – Aucune
3. PROMOTIONS – Aucune
4. NOMINATION(S) INTERNE(S) – Aucune
5. CHANGEMENT(S) D'ASSIGNATION – Aucun
6. RETRAITE(S) – Aucune
7. RÉSILIATION(S) D'EMPLOI – Aucune
8. CONGÉ(S)

Prêt de service
Congé autorisé
Retour de congé autorisé

Que Gabrielle Labrosse qui revient d'un congé autorisé soit affectée à ses responsabilités à partir du 19 décembre 1994 selon les conditions de l'entente en vigueur.

Prolongation d'un congé autorisé

9. Assignation(s) du personnel suppléant – Aucune

B. AUTRE(S)

Voyages

Que la demande de voyage suivante soit approuvée :

a) Georges-P.-Vanier, 11e année-CPO, Ottawa, les 2, 3 et 4 février 1995. (jeudi-samedi) – Tournoi de volleyball franco-ontarien.

Poste de responsabilité

a) Que la demande de Monique Stépien de renoncer à son poste de Chef de Secteur (Français) à partir du 31 janvier 1995 soit accordée.

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2. que le communiqué du ministère de l'Éducation et de la Formation en date du 21 octobre 1994 : (Objet : Dave Cooke annonce d'autres activités liées à la prévention de la violence dans les écoles) soit reçu à titre d'information.

3. que le communiqué du Ministère de l'Éducation et de la Formation en date du 4 novembre 1994 : (Objet : L'Université de Toronto et l'Institut d'études pédagogiques de l'Ontario concluent un accord préliminaire de fusion) soit reçu à titre d'information.

4. que la correspondance de l'Association française des conseils scolaires de l'Ontario (AFCSO) en date de novembre 1994 : (Objet : Stage d'orientation et de formation) soit reçue à titre d'information.

5. que la feuille de route pour la mise en oeuvre des années de transition soit reçue à titre d'information.

6. que le rapport verbal sur l'entente pour le "Centre francophone St-Thomas-d'Aquin" soit reçu à titre d'information.

7. que le rapport verbal des élèves de langue française du Conseil de l'éducation de la ville de Hamilton qui fréquentent les écoles du Conseil des écoles séparées catholiques de Hamilton-Wentworth (Monseigneur-de-Laval et Notre-Dame) soit reçu à titre d'information.

Respectueusement présenté

JEAN DESMARAIS
Président

Centre francophone St-Thomas-d'Aquin
le 5 décembre 1994

REPORT OF THE PROGRAM COMMITTEE
FIRST REPORT

Present: Trustees Bishop (Chairman), Hill, Johnstone, MacDonald and Stewart.

Also Present: Trustees Cunningham, Johnston, Korz, Mulholland, Orban, Rodgerson and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent - Administrative and Operational Services), N. Nicholls (Superintendent of Schools – Mountain), M. Quinn (Superintendent of Schools – Lower City), R. Lavoie (Superintendent of Schools -French as a First Language), F. Cooke (Assistant Superintendent of Program), M. Matier (Assistant Superintendent of Schools – Mountain), S. Thompson (Assistant Superintendent of Schools – Lower City) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That Report regarding the Appointment of the Central Review Committee (Selection of Learning Resources) be received for information and the following recommendation approved:

Clause (a) amended at Board.

(a) That the Board approve the appointment of the following to the Central Review Committee (Selection of Learning Resources) for the term 1995 01 01 to 1995 12 31:

Elizabeth Bond, Superintendent of Program
Eleanor Johnstone, Trustee Representative
Judith Binns, H.S.S.P.C. Representative
Diane Rawsthorn, H.P.A. Representative
Charlotte Crouch, O.S.S.T.F. Representative
Pat McKenna, O.P.S.T.F. Representative
Joyce Schumacher, F.W.T.A. Representative
Dr. Patricia Daenzer, Parent/Community Representative
Linda Sproule-Jones, Parent/Community Representative
Barbara Ledger, Parent/Community Representative
Anna Sbrissa, Parent/Community Representative

(b) That the Home and School Council be extended the opportunity to have a representative on this Committee.

2. That the Report regarding Expanded Implementation of "Magnet" (Specialized) Programs and Courses in Specified Secondary Schools be received for information and the following recommendations approved:

(a) That the following Policy statement for the direction of "magnet" (specialized) programs and courses be approved:

"It is the policy of the Board of Education for the City of Hamilton to provide a common core program in all secondary schools and to expand the implementation of "magnet" (specialized) programs and courses in specified schools to address the diverse needs of students."

(b) That the Action Plan, as outlined, for the development of an implementation plan for "magnet" programs and courses be approved.

(c) That the implementation plan for "magnet" programs and courses be presented to the Board for approval in April 1995.

3. That the Child Care Committee be reconstituted for 1995 to consist of five members appointed by the Chairman of the Board and that the mandate of the committee be:

(a) That the Child Care programs be reviewed annually in accordance with the Criteria and Weighting Form for School/Child Care Link-up and be presented to the Board for approval in May of each year.

4. That the Resolution from the Regional Council regarding "How do They Fare – Giving Children Hope" Report and the Presentation by Anne Louise Heron, Public Health Nutritionist, Department of Public Health Services be received for information and the following recommendation approved:

Clause (a) amended at Board.

(a) That the Chairman of the Board correspond with the Regional Chairman when the Board develops its plans to address the issues outlined in the Resolution from the Regional Council regarding "How do They Fare – Giving Children Hope" Report.

ELEMENTARY/SECONDARY

1. That the verbal Update on Native Education Survey be received for information.

Respectfully submitted

J. BISHOP
Chairman

Board Room
1994 12 12

ADDENDUM

The following motions were considered at the 1994 12 12 Program Committee meeting and were **LOST:**

GENERAL

1. That the Home and School Council or representatives from other parent organizations be extended the opportunity to have a representative on the Central Review Committee (Selection of Learning Resources).

2. That the recommendation regarding the appointment of the Central Review Committee (Selection of Learning Resources) be referred to the officials for a broader consultative approach to be used in order to recruit community representatives from outside the system.

3. That three additional trustee representatives be added to the Central Review Committee (Selection of Learning Resources).

4. That the Resolution from the Regional Council regarding "How do They Fare – Giving Children Hope" Report and presentation by Anne Louise Heron, Public Health Nutritionist, Department of Public Health Services be referred to the officials for a response.

REPORT OF THE OPERATIONS AND FINANCE COMMITTEE FIRST REPORT

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Johnston, Johnstone, Korz, Mulholland and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent -Administrative and Operational Services), M. Quinn (Superintendent of Schools – Lower City), N. Nicholls (Superintendent of Schools -Mountain), G. Rutledge (Controller), M. Matier (Assistant Superintendent of Schools – Mountain), S. Thompson (Assistant Superintendent of Schools – Lower City) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Verbal Response from the Officials to the Presentation by Woodview Children's Centre re rental rates be received for information.

2. That the Report re Smoke-free Policy be received for information and the following recommendations approved:

Clause (a) amended at Board.

(a) That the Smoking in the Workplace Policy (1988) be rescinded and that the following be approved as the Smoke-Free Policy of the Board:

> *"Pursuant to the Tobacco Control Act (1994), effective 1994 11 30, smoking in all Hamilton Board of Education schools and on school property is totally banned; and consistent with the purposes of the Act, smoking in all other Hamilton Board of Education buildings and on Board property is also totally banned."*

(b) That the Board's Drug Education Policy (1991) be amended, pursuant to the Tobacco Control Act (1994) and consistent with Procedures for Violations of the Smoke-Free Policy set out in Appendix II, Administrative Detail, so that:

(i)Section 3.4.3 be amended to read: "In secondary schools no tobacco usage is allowed on either the school premises or the school grounds."

(ii)Section 3.4.3.2 will be amended to read: "If a student is found using tobacco products in the school building or on school property the Principal shall follow procedures for violations, as outlined in the Smoke-Free Policy, Section 10.2."

(c) That the Board identify all Board properties that do not have the international "No Smoking" sign (at least 10 cm in diameter as stipulated in the regulations) posted on all building entrances and ensure that such signs are posted in compliance with the regulations.

(d) That staff violations of the Smoke-Free Policy be addressed as set out in Appendix II, Administrative Detail, Section 10.1, consistent with the Board's Progressive Discipline Policy and Procedures, Steps, Section B, Formal Process.

(e) That Disciplinary Action for Violations of the Smoke-Free Policy as set out in Appendix II, Section 10.1 Staff Infractions and 10.2 (b) Student Infractions, On School Property, be implemented effective 1995 01 16 to allow for an appropriate time period for communication to students and staff, as set out in Sections 8.1, 8.2 and 8.3

(f) That the Hamilton Board of Education support the Tobacco Control Act as health legislation that regulates how tobacco is sold and used. It is designed mainly to reduce smoking by young people and protect Ontarians from second-hand smoke.

3. That the Report regarding Parents and Community as Effective Partners be received for information and the following recommendation approved:

(a) That a report regarding the implementation progress be provided to the Operations and Finance Committee by June, 1996.

4. (a) That the Aids Policy Committee be reconstituted for 1995 to consist of five members appointed by the Chairman of the Board and that the mandate of the Committee be to:

(i) review current practices at least on an annual basis and assess the need for the revision of policies in line with current developments in the medical/legal communities while maintaining a close liaison with the Medical Officer of Health in evaluating all new information with respect to AIDS/HIV. (Acquired Immune Deficiency Syndrome/Human Immunodeficiency Virus Infection).

(b) That the Trustee Communications Committee be re-constituted for 1995 to consist of five trustees to investigate the impact of electronic information gathering, processing and dissemination available to trustees in an attempt to establish communication guidelines for trustees that could be used [in the production of newsletters*] and other forms of trustee communications and that the Committee report to the Operations and Finance Committee. * completed

5. That the following recommendations relative to representatives of Community Organizations serving on the Special Education Advisory Committee be approved:

(a) That the following representatives from Community Organizations be appointed as Members to the Special Education Advisory Committee, for a period of three years, effective 1994 12 01 to 1997 11 30:

NAME	ASSOCIATION
Arlene Kappheim	Association for Bright Children
Theresa Simms-Obidi	Autism Ontario, Hamilton Wentworth Chapter
Sandy Barnes	Canadian National Institute for the Blind
Arlene Savelli	Children and Adults with Attention Deficit Disorders
Frances Oommen	Down Syndrome Association of Hamilton
Vicky Kerr-Jaskiewicz	Hamilton and District Easter Seals Parent Delegate Group
Nalda Dalziel	Hamilton District Society for Disabled Children
Bryan Shields	Hamilton Association for Community Living
Linda Burns	Hamilton Council of Home and School Associations
David Bucsis	Learning Disabilities Association of Hamilton-Wentworth

(b) That the following Additional Members be appointed to the Special Education Advisory Committee for a period of three years, effective 1994 12 01 to 1997 11 30:

Dominic Verticchio	Children's Aid Society of Hamilton-Wentworth
Deborah Barr	Hamilton-Wentworth Communication Collective
Sue Bramberger	Hamilton Wentworth Home Care Program
Dr. Hermanus Van Der Spuy	Ontario PsychologicalAssociation

(c) The following non-voting Community Representative be appointed to the Special Education Advisory Committee for a period of three years, effective 1994 12 01 to 1997 11 30:

Dr. Philomena Newberry	Chedoke-McMaster Hospitals

6. That the correspondence from the Ontario Public School Boards' Association (OPSBA) regarding Social Contract expenditures be received for information and the $2,140.00 Social Contract contribution be paid.

7. That the Suspension Report 1993-1994 be received for information and be updated annually.

8. (a) That the Final Copy of the 1994 Accommodation Report be received for information and the following recommendations, as amended, be approved:

(i) That the Program Sub Committee work be supported, up to $20,000, subject to 1995 Budget Review, through the use of temporary staff, if necessary, in order to complete the revision of the design book and the development of the process for dealing with program upgrades and renovations.

(ii) That the Dundurn Facility be closed no later than December 1996 by relocating, consolidating, eliminating or expanding the operations currently located at the facility.

(iii) That monies be allocated up to $30,000 for facility consulting services and initial operational costs in 1995 associated with the implementation of the closing of the Dundurn Facility.

(iv) That the Preventative Maintenance Program Schedules be received for information.

(v) That the 1995 Preventative Maintenance Program in the amount of $3,784,000 be approved subject to 1995 Budget Review.

(vi) That no portable classrooms be purchased in 1995.

(vii) That the proposed five room addition to Ryerson School, 1996, at an estimated cost of $1,000,000 be approved. (debenture)

(viii) That Hill Park Phase III Renovations, 1995, (mechanical and electrical) at an estimated cost of $1,500,000 be approved to proceed to the tender stage. (debenture)

(ix) That Central School Renovations, 1995, (convert the second floor from offices to classrooms) at an estimated cost of $600,000 be approved to proceed to the tender stage. (debenture).

(x) That an amount of $50,000 be approved to engage an architect to begin design work for the Barton School Renovation ($1,500,000). (debenture)

(xi) That planning for new growth projects continue within the direction of the Ministry of Education and Training to support multi-use facilities as approved in December 1993. (Blocks 90, 89, 87 and James MacDonald – architects are in place for all schools)

(xii) That a feasibility study to improve the entrance-exit driveway, parking area and exterior and interior accessibility at Georges-P.-Vanier be conducted at an estimated cost not to exceed $25,000, subject to 1995 Budget Review.

9. That the 1995 Capital Expenditure Forecast be approved for submission to the Ministry of Education and Training.

10. That the recommendations in the Report regarding Education Centre Parking Lot and Security of all Board Sites be referred back to the Committee.

11. That two trustees be added to the membership of the Committee studying the Education Parking Lot and Security of all Board Sites.

Respectfully submitted,

Board Room
1994 12 06

M. CUNNINGHAM
Chairman

ADDENDA

The following motions were considered at the 1994 12 06 Operations and Finance Committee meeting and were **LOST:**

GENERAL

1. That the following phrase be deleted from Clause 2 a) [as above] in the Smoke-Free Policy:

"and consistent with the purposes of the Act, smoking in all other Hamilton Board of Education buildings and on Board property is also totally banned."

2. That Clauses 2 (d) and 2 (e) in the Smoke-Free Policy be referred back to the Officials.

3. That the Report regarding Parents and Community as Effective Partners be tabled.

4. That the Board send a letter to the Ontario Public School Boards' Association (OPSBA) indicating we will not be paying the Social Contract contribution totalling $2,140.00.

5. That Clause 8 (a) (iii) be deleted and replaced with the following:

(a) That the operations currently located at the Dundurn facility be relocated, consolidated, eliminated or expanded as recommended by the employees who are presently involved in those operations, in consultation with appropriate staff.

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Desmarais, Orban, Rogers and Stewart.

Also Present: Trustees Darby, Gage, Johnston, Korz, Mulholland and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), P. Gillie (Superintendent – Administrative and Operational Services), G. Rutledge (Controller), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Correspondence from the Minister of Education and Training regarding calculation of pooling be received for information.

2. That the Update re Education Development Charges (Lot Levies) be received for information.

3. That the following recommendations in the Report of the Transportation Committee be tabled:

(a) That the Board participate in the Joint Transportation Project to implement a computerized routing and scheduling system.

(b) That the Superintendent of Finance and Treasurer proceed to finalize the details of the joint contract.

(c) That a progress report be provided in November, 1995.

4. That the following recommendation in the Report of the Transportation Committee be approved:

(a) That the Director correspond with the Hamilton-Wentworth Roman Catholic Separate School Board to determine its support for, and a possible implementation date for, shared occupancy.

5. That the Transportation Committee be reconstituted for 1995 to consist of five members appointed by the Chairman of the Board and

that the mandate of the committee be to receive the response regarding correspondence with the Hamilton-Wentworth Roman Catholic Separate School Board to determine its support for, and a possible implementation date for, shared occupancy.

6. That the Request for Tri-Board initiative re Sharing of Transportation Officer be deferred until a response from the Hamilton-Wentworth Roman Catholic Separate School Board regarding shared occupancy has been received.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Adelaide Hoodless, Grades 6-8, Camp Wanakita, Haliburton, 1995 01 22-25 (Sunday to Wednesday)

(ii) Adelaide Hoodless, Grades 6-8, Camp Wanakita, Haliburton, 1995 06 14-17 (Wednesday to Saturday)

(iii) Dalewood, Grade 7, Camp Wanakita, Haliburton, 1995 01 08-11 (Sunday to Wednesday)

(iv) G. L. Armstrong, Grade 8, Parliament Buildings, etc., Ottawa, 1995 05 24-26 (Wednesday to Friday)

(v) Hillcrest, Grade 8, French Canadian Culture in Quebec City, Quebec, 1995 05 30-06 02 (Tuesday to Friday)

(vi) Lawfield, Grade 8, French Canadian Culture in Quebec City, Quebec, 1995 05 09-12 (Tuesday to Friday)

((vii) Ryerson, Grade 8, Camp Kilcoo, Haliburton area, 1995 05 09-12 (Tuesday to Friday)

(viii) Barton, Grades 9-OAC, Ski Meet, Hardwood Hills, Barrie area, 1995 01 05 (Thursday)

(ix) Barton, Grades 9-OAC, Ski Meet, Hardwood Hills, Barrie area, 1995 01 11 (Wednesday)

(x) Barton, Grades 9-OAC, Ski Meet, Orangeville, 1995 02 02 (Thursday)

(xi) Barton, Grades 9-OAC, Stratford Festival, Stratford, 1995 05 09 (Tuesday)

(xii) Glendale, Grades 9-10, Basketball Tournament, Chatham, 1994 12 16-17 (Friday to Saturday)

(xiii) Glendale, Grades 9-10, Basketball Tournament, Windsor, 1995 02 03-05 (Friday to Sunday)

(xiv) Hill Park, Grades 9-OAC, Hockey Tournament, London, 1995 01 12-14 (Thursday to Saturday)

(xv) Hill Park, Grades 10-OAC, Music Camp, Bolton, 1995 01 27-29 (Friday to Sunday)

(xvi) Hill Park, Grades 9-OAC, Skiing, Talisman Resort, Barrie area, 1995 01 06 and 1995 03 03 (Fridays)

(xvii) Sherwood, Grades 10-OAC, Dog Sled Expedition, South River, 1995 01 27-29 (Friday to Sunday)

(xviii) Westmount, Grades 11-OAC, Volleyball Tournament, Orillia, 1995 01 06-07 (Friday to Saturday)

(xix) Glendale, OAC, Basketball Tournament, Syracuse, N.Y., U.S.A., 1994 12 27-29 (Tuesday to Thursday)

(xx) Sherwood, OAC History, Sightseeing Historical Sites, Washington, D.C., U.S.A., 1995 04 26-30 (Wednesday to Sunday)

(xxi) Sir Winston Churchill, Grades 9-OAC, Skiing, Kissing Bridge, N.Y., U.S.A., 1995 01 30.

(xxii) Westdale, Grades 9-OAC, Heritage Music Festival, Rutherford, New Jersey, U.S.A., 1995 04 20-23 (Thursday to Sunday)

2. That the Name Search Committee – Mountain Secondary School be reconstituted for 1995 to consist of five trustees appointed by the Chairman and that the mandate of the Committee be:

(a) Report of the Name Search Committee – Mountain Secondary School dated 1994 05 25.

Respectfully submitted

Board Room
1994 12 08

M. CUNNINGHAM
Chairman

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE FIRST REPORT

Present: Trustees Korz (Chairman), Darby, Johnston, Mulholland, Paquin, Rodgerson and Stewart.

Also Present: Trustees Bishop, Cunningham, Desmarais, Gage, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent -Administrative and Operational Services), M. Quinn (Superintendent of Schools – Lower City), N. Nicholls (Superintendent of Schools – Mountain), M. Matier (Assistant Superintendent of Schools – Mountain)), S. Thompson (Assistant Superintendent of Schools – Lower City)), F. Cooke (Assistant Superintendent of Program), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Employment Equity Report containing Dr. Herring's Presentation on the development and implementation of the Employment Equity Act 1993 (Bill 79) be received for information.

2. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That Jim Holubeshen be appointed to the Probationary Staff, Stage Technician, .5 – Grade 8, (Clerical & Technical Staff), effective 1994 12 01, with salary according to the salary schedule.
Replacement

2. PERMANENT STAFF APPOINTMENTS – Nil

3. PROMOTIONS

(a) That the following staff be promoted to the positions stated, effective as shown, with salary according to the salary schedule:

Margaret Coward, Senior Payroll Clerk (Grade 7, Clerical & Technical Staff), 1994 11 14
Maria McDonagh, Safety Technician, (Grade 10, Clerical & Technical Staff), 1995 01 01
John Moffat, Manager/Trainer (Caretaking Services – Grade 13, Administrative Staff), 1995 01 01
Replacements

4. INTERNAL APPOINTMENTS

(a) That Naomi Barker be appointed to the position of Data Control Clerk, Level III – Grade 6 (Clerical & Technical Staff), effective 1994 11 14, with salary according to the salary schedule.
Replacement

5. TIMETABLE CHANGES – Nil

6. RETIREMENTS

(a) (i) That the resignations of the following staff, for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Orton (Bud) Chaston, Field Supervisor (Administrative Staff), 1994 12 31
Edward Maskell, Field Supervisor (Administrative Staff), 1994 12 31
Jane Thorpe, Cleaner (Cleaning Staff), 1994 12 31

(ii) That the resignation of Dorothy Skea, Cleaner (Cleaning Staff), for the purpose of retirement, effective 1995 01 01, be accepted with regret.

7. LEAVING EMPLOYMENT – Nil

8. LEAVES

Return from Leave of Absence

(a) That the following staff be returned from their Leaves of Absence, effective as shown:

Terri-Lyn Cousins (Safety Clerk, Clerical and Technical Staff), 1995 01 02
Kelley Duckworth (Accounts Payable Clerk, Clerical and Technical Staff), 1994 10 11

9. OTHERS – Nil

* * * * * * * *

3. That the Staffing Report – Full Time Equivalent Positions as of 1994 11 30 be received for information.

4. That the Report on Supply Teachers as of 1994 10 31 be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS – Nil

2. PERMANENT STAFF APPOINTMENTS

(a) That the following teachers be transferred to the Permanent Staff, effective as shown, with salary according to the salary schedule:

Robert Bukvic (S), 1995 01 29
Sharon Crechiola (E), 1995 01 01
Jeannine Falasca (S), 1995 01 29
Richard Gallo (S), 1995 01 01
Maria Persichini (S), 1995 01 29
Mark Spera (S), 1995 01 29
Kathryn Tuite (E), 1995 01 01

(b) That Aditi Raha be appointed to the Permanent Staff, Educational Assistant (.5), (Educational and Lunchroom Assistant Staff), effective 1994 09 06, with salary according to the salary schedule.
Replacement

3. PROMOTIONS

(a) That Elizabeth Eickmeier (S) be appointed to the position of Acting Alternative School Program Leader – Phoenix, effective 1995 01 01, with salary according to the salary schedule.
Replacement

Clauses (b) and (c) tabled at Board.

(b) That Gail Rappolt (S) be appointed to the position of acting Principal of a Secondary School, effective 1995 01 01, with salary according to the salary schedule. (replacement)

(c) That Anne Marie Metford (S) be appointed to the position of acting Vice-Principal of a Secondary School, effective 1995 01 01, with salary according to the salary schedule. (replacement)

4. INTERNAL APPOINTMENTS

(a) That the appointment of the following staff to the positions stated, be extended effective 1994 09 01 to 1995 06 30, with salary according to the salary schedule:

Lillian Somerville (E), Program Consultant
Linda Walker (E) Program Consultant

5. TIMETABLE CHANGES – Nil

6. RETIREMENTS

(a) (i) That the resignation of James Stewart, Elementary School Principal, for the purpose of retirement, effective 1995 06 30, be accepted with regret and that the Board's gratuity be paid.

(ii) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Pierre N. Garon (S), 1994 12 31
John Luby (S), 1994 12 31
Heather Van Fleet (S), 1995 01 31

(b) That the effective date of the resignation for the purpose of retirement for Lorraine Marsh, Secretary (Clerical and Technical Staff), approved at a previous meeting be changed to 1994 12 31.

7. LEAVING EMPLOYMENT – Nil

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Sandra Bowman (S), 1995 02 01 to 1995 08 31
Audrey Hensen (E), 1995 01 02 to 1995 04 28
Sylvia Holinaty (S), 1995 02 01 to 1995 08 31
Sandra Law (E), 1995 01 01 to 1995 12 31
Patti McMaster (E), 1994 12 26 to 1995 08 31
Michele Miles (E), 1995 01 04 to 1995 08 31
Katherine Peake (E), 1994 10 25
Mary Rishaur (E), 1994 11 21
Sherry Romaniw (E), 1995 01 26 to 1995 08 31
Maria Rosati (E), 1995 01 02 to 1995 08 31
Sharon Turner (E), 1994 11 30 to 1995 08 31

Michelle Visca (S), 1995 01 04 to 1995 08 31
John Weare (E), 1995 01 01 to 1995 08 31

Leave of Absence – Date Change

(a) That the effective dates of the Leaves of Absence granted to the following teachers at a previous meeting be changed as shown:

Terri-Ann Crewson (E), 1994 09 08 to 1995 01 03
Beth Fitzgerald (E), 1994 11 11 to 1995 03 03

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence, effective as shown:

Lisa Bingleman (E), 1995 01 04
Adele Blais (E), 1995 01 04
Terri-Ann Crewson (E), 1995 01 04
Laurie Firlit (E), 1994 12 19
Manon Flis (E), 1995 01 04
Joanne Restivo (S), 1994 12 19
Donna Talbot (E), 1995 01 04 (.5)

(b) That the following staff be returned from their Leaves of Absence, effective as shown:

Elizabeth Belisario (Speech/Language Pathologist, Professional Student Services Personnel), 1994 10 31
Wendy Lauzon (Educational Assistant, Educational and Lunchroom Assistant Staff), 1994 12 05
Cindy Wolf (Educational Assistant, Educational and Lunchroom Assistant Staff), 1994 10 11

9. OTHERS – Nil

* * * * * *

2. That the Report of Enrolments and Average Class Sizes be received for information.

Clause 3. tabled at Board.

3. That the Report re Secondary School Administration Changes – January 1995 be received for information.

4. That the Response to letter from the Principal, Westmount Secondary School indicating no changes be received for information.

Respectfully submitted

Board Room
1994 12 08

G. KORZ
Chairman

ADDENDUM

The following motions were considered at the 1994 12 08 Personnel and Organization Committee meeting and were LOST:

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved:

Clauses (a) and (b) lifted to become Clauses 1.3 PROMOTIONS (b) and (c) and subsequently tabled.

2. That the letter from the Principal, Westmount Secondary School be referred to the Salary Committee.

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: Trustees Korz (Chairman), Johnston, Mulholland, Rodgerson and Stewart.

Also Present: Trustees Bishop, Hill, Johnstone, Lowe and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), E. Bond, (Superintendent of Program), R. Binns (Superintendent of Human Resources), R. Lavoie, (Superintendent of Schools – French as a First Language), M. Matier, (Assistant Superintendent of Schools – Mountain), S. Thompson, (Assistant Superintendent of Schools – Lower City) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

2. PERMANENT STAFF APPOINTMENTS

(a) That the following teachers be rehired and appointed to the Permanent Staff, effective 1995 01 04, with salary according to the salary schedule:

Bruce Adams (E)
Kawong Chung-Shipman (E)
Nancy Hill (E)
Marlo Moore (E) (.5)
(Replacements)

6. RETIREMENTS

(a) That the effective date of the retirement of John Luby (S), be changed to 1995 01 31.

8. LEAVES

Return from Leave of Absence

(a) That Catherine Van Oene (E) be returned from her Leave of Absence and assigned teaching duties, effective 1995 01 04, with salary according to the salary schedule.

Respectfully submitted

Board Room
1994 12 15

G. KORZ
Chairman

MINUTES OF THE SPECIAL IN-CAMERA MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 01 10

The Board met.

Present: Trustees Stewart (Chairman) Bishop, Cunningham, Darby, Desmarais, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Rodgerson and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent – Administrative and Operational Services), M. Quinn (Superintendent of Schools – Lower City), N. Nicholls (Superintendent of Schools – Mountain), M. Matier (Assistant Superintendent of Schools – Mountain), S. Thompson (Assistant Superintendent of Schools – Lower City), F. Cooke (Assistant Superintendent of Program) and S. Rogers (Assistant to the Secretary).

ELEMENTARY/SECONDARY

Moved by Mr. Hicks, seconded by Miss Cunningham: That this Special In-camera Meeting of the Board resolve into a Committee of the Whole. Carried.

Trustee Mulholland assumed the Chair.

Moved by Mr. Stewart: That the following recommendation of the Superintendent of Human Resources, tabled at the 1994 12 15 meeting of the Board, be lifted from the table:

(a) That Gail Rappolt (S) be appointed to the position of Acting Principal of a Secondary School, effective 1995 01 01, with salary according to the salary schedule (replacement). Carried.

Moved in amendment by Mr. Stewart: That the effective date be changed to 1995 01 31. Carried.

The motion as amended was put to a vote and was Carried.

Moved by Mrs. Hill: That the following recommendation of the Superintendent of Human Resources, tabled at the 1994 12 15 meeting of the Board, be lifted from the table:

(a) That Anne Marie Metford (S) be appointed to the position of acting Vice-Principal of a Secondary School, effective 1995 01 01, with salary according to the salary schedule. (replacement) Carried.

Moved in amendment by Mrs. Hill: That the effective date be changed to 1995 01 31. Carried.

The motion as amended was put to a vote and was Carried.

Moved by Mr. Stewart: That this Committee of the Whole now dissolve and return to the Special In-camera Meeting of the Board. Carried.

Mr. Stewart resumed the Chair.

Moved by Mr. Mulholland, seconded by Mr. Hicks: That the following Report of the Committee of the Whole be adopted.

(a) That the following recommendations of the Superintendent of Human Resources be approved:

(i) That Gail Rappolt (S) be appointed to the position of acting Principal of a Secondary School, effective 1995 01 31, with salary according to the salary schedule. (replacement)

(ii) That Anne Marie Metford (S) be appointed to the position of acting Vice-Principal of a Secondary School, effective 1995 01 31, with salary according to the salary schedule. (replacement)

Moved by Mr. Darby, seconded by Mr. Hicks: That the in-camera session adjourn to a public meeting. Carried.

At the public session, the motion to adopt the Report of the Committee of the Whole was restated, put to a vote and was Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 01 19

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools – Lower City), N. Nicholls (Superintendent of Schools – Mountain), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain), S. Thompson (Assistant Superintendent of Schools, Lower City) and S. Rogers (Assistant to the Secretary).

A moment of silence was observed in the memory of the late Doris Brown, Cleaner, at Earl Kitchener School and Nellie Brown, Cafeteria Supervisor at Sir Allan MacNab Secondary School.

Moved by Miss Cunningham, seconded by Mr. Korz: That the minutes of the last regular meeting of 1994 12 15, Inaugural of 1994 12 01 and special meeting of 1994 12 13 be adopted as presented. Carried.

The Secretary read notes of thanks for the Board's expressions of sympathy from the families of Douglas Reavley and Ken Honybun. He then drew the members' attention to the correspondence from Charles Beer, Liberal Education Critic, indicating that an all-party agreement regarding the passage of legislation to amalgamate school boards does not exist, a response from the

Minister of Education and Training to this Board's concern about the recommendations in the Report of the Establishment of School Parent Councils in Ontario as well as a letter declaring April, 1995 Safe Schools month and a letter from Mayor Morrow on behalf of the City of Hamilton regarding commemoration of VE Day on 1995 05 08.

Moved by Mrs. Bishop, seconded by Mr. Desmarais: That the correspondence from the City of Hamilton regarding the 50th Anniversary of the end of the hostilities in the European Theatre of Operations be referred to the Operations and Finance Committee. Carried.

Moved by Ms. Patenaude, seconded by Miss Cunningham: That the remaining correspondence be received and filed. Carried.

Trustee Cunningham gave notice that Trustee Hill will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose the following motion:

That the Report of the Rules and Regulations Committee be adopted as presented to the members.

Trustee Johnstone gave notice that she will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose the following motion:

WHEREAS in the City of Hamilton and in the Region, there has been a renewed interest and commitment to recite the Oath of Allegiance and that Queen Elizabeth II's representatives in Ottawa and Canada recognize her, and

WHEREAS there is a renewed public interest to enlist the recitation of the Pledge to the Queen and Canada, and

WHEREAS the Hamilton Board of Education recognizes the role schools play in fostering good citizenship and national pride, loyalty and unity,

THEREFORE BE IT RESOLVED that the Hamilton Board of Education include the recitation of the Oath of Allegiance in

their Opening Exercises daily and that all elementary and secondary students view the flag and recite the current Pledge of Allegiance to Queen Elizabeth and Canada [see below].

I promise
That I will be loyal to her Majesty Queen Elizabeth II
and Canada,
That I will honour the flag,
Observe the laws of my country,
And fulfil my duties as a Canadian Citizen
God being my helper.

Trustee Orban gave notice that she will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose the following motion:

WHEREAS in the Ontario Regulation 298 it is stated that every elementary and secondary school shall hold opening or closing exercises, and it is further stated that opening or closing exercises shall include "O Canada", and

WHEREAS our national anthem provides a natural focal point for all students and staff to share a commonality in being Canadians, and

WHEREAS it is our duty as trustees to revisit the Education Act, Ontario Regulation 298 and provide the opportunity for our young people to be proud of their country and their heritage – what the United Nations called the finest country in the world in which to live, and

WHEREAS there has been public expression, including sentiments of staff, students and parents that trustees, through policy in Hamilton, renew commitment to Canada, the flag that represents Canada and to the people who fought and/or shed their blood for our freedom in Canada,

THEREFORE BE IT RESOLVED that every elementary and secondary student be encouraged to demonstrate their respect for Canada by standing and singing the words to "O Canada" during opening or closing exercises, or on other special occasions.

Committee reports were presented as follows:

Program Committee – Mrs. Bishop
Operations and Finance Committee, regular and special – Miss Cunningham
Personnel and Organization Committee – Mr. Korz
Salary Committee – Miss Cunningham

Moved by Mrs. Bishop, seconded by Mrs. Lowe: That the General Part of the Report of the Program Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mr. Hicks: That the General Part of the Report and Special Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Ms. Patenaude: That the General Part of the Report of the Personnel and Organization Committee be adopted.

Mr. Goodridge confirmed that Clause 1. 3. PROMOTIONS (a) (i) does not represent a reduction in the number of speech language pathologists' positions but reflects supervisory duties which have been assigned to the position of Senior Speech-Language Pathologist.

The motion was put to a vote and was Carried.

Moved by Miss Cunningham, seconded by Mr. Mulholland: That the Report of the Salary Committee be adopted.

The Chairman and Trustee Cunningham thanked the staff and trustees involved for the courteous and honourable manner in which the first memorandum of agreement with the Labourers' International Union of North America, Local 837, representing Building and Parking Security Guards at the Hamilton Board of Education, was reached.

The motion was put to a vote and was Carried.

Prior to pursuing his notice of motion presented at the last meeting, Trustee Korz suggested that this Board has the opportunity to set the standard because Bill 79 grants jurisdictions to boards of education for determining the ways in which the employment targets are met.

It was then moved by Mr. Korz, seconded by Mrs. Johnstone: That the Hamilton Board of Education meet its employment targets by means of hiring practices based solely on the criteria of professional qualification and ability.

Trustee Johnston, citing legal advice from the firm of Hicks, Morley, Hamilton, Stewart and Storie, challenged the Chair accepting a motion that is contrary to legislation.

The challenge was put to a vote and was Carried.

FRENCH LANGUAGE SECTION

Presentation of Report – Mr. Desmarais

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mrs. Bishop, seconded by Mr. Darby: That the Elementary/Secondary Part of the Report of the Program Committee be adopted.

Trustee Rodgerson requested that Clause 1. (a) (i), (ii), (iii) and (b) be voted on separately.

The Report, with the exception of the above Clauses, was put to a vote and was Carried.

Moved in amendment by Mrs. Rodgerson, seconded by Mrs. Bishop: That Clause 1. (a) (i) be amended to add the words "and that results be reported to the Program Committee".

While Dr. Cooke confirmed that the Superintendent of Program intends to report back to the Committee, Trustees in favour of the amendment suggested that this was a housekeeping matter to ensure that a report will come back.

The amendment was put to a vote and was Carried.

Having asked questions regarding the use of the CAT testing, Trustee Rodgerson noted that there is nothing available at present to replace this test and expressed concern about the potential negative impact this recommendation would have on grade three students. Mr. Cooke indicated in his responses to the questions that standardized testing would be included in the next report from Mr. Chapman (Special Assignment – Assessment, Evaluation and Reporting) on behalf of the Common Curriculum Steering Committee.

Moved in amendment by Mrs. Rodgerson, seconded by Mrs. Bishop: That Clause 1. (a) (ii) be deleted and replaced with the following:

That the Canadian Achievement Test be retained at Grades 3 and 6 until a suitable replacement is approved by the Board.

Trustee Darby challenged the Chair accepting an amendment that was a substitution for the recommendation in the Report.

The Chairman ruled that an amendment can be contrary to the motion it is amending.

Trustee Darby withdrew the challenge.

Trustees opposed to the amendment noted that the original motion was not to be effected until 1996 and suggested this action was both premature and undermining the role of the officials.

When Trustee Rodgerson wished to introduce the contents of an anonymous letter, the Chairman ruled such action to be inappropriate and further requested that Trustee Rodgerson refrain

from referencing names and personnel that could cause the meeting to go in-camera.

At Trustee Rodgerson's request, the amendment was put to a recorded vote and was Lost. Those in favour: Trustees Bishop, Gage, Rodgerson, Korz; those opposed: Trustees Mulholland, Johnston, MacDonald, Johnstone, Rogers, Darby, Lowe, Orban, Hicks, Cunningham and Stewart.

Clause 1. (a) (ii) was put to a vote and was Carried.

Moved in amendment by Mrs. Rodgerson, seconded by Mrs. Bishop: That Clause 1. (a) (iii) be amended to add the words "and that results be reported to the Program Committee". Carried.

Dr. Cooke confirmed that it is the Board's intention to implement the Grade 9 Learning Outcomes program come September, 1995 and to release the pertinent information to principals in May.

Acknowledging that there are further revisions expected from the Ministry of Education and Training, Dr. Cooke offered that there was no indication from the Ministry when such will be released.

Trustee Rodgerson expressed concern that the date of September, 1995 was being "rushed" when the Ministry has not mandated implementation until on or before September, 1996.

Moved in amendment by Mrs. Rodgerson, seconded by Mr. Korz: That the date in Clause 1. (b) be amended to June, 1995 and the following added:

(i) that refinement of the Grade 9 Learning Outcomes continue with a target date for implementation of September, 1996, as per the Ministry of Education and Training requirements.

Trustee Rodgerson offered that a report back in June, 1995, would provide an update prior to implementation in September.

Moved in amendment to the amendment by Mr. Darby, seconded by Mrs. Lowe: That the amendment be referred back to the Program Committee. Lost.

The amendment was put to a vote and was Lost.

Clause 1. (b) was put to a vote and was Carried.

Trustee Hicks expressed concern over some of the comments and innuendos made during the preceeding debate and urged the Chairman to rule such comments out of order in the future.

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Miss Cunningham: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....

Chairman

REPORT OF THE FRENCH LANGUAGE SECTION
SECOND REPORT

Present: Trustees Desmarais (Chairman), and Paquin.

Official Present: R. C. Lavoie (Superintendent of Schools, French as a First Language).

The French Language Section recommends:

1. That the following recommendations of the Superintendent of Schools – French as a First Language be approved as presented to the members:

A. STAFFING

1. PROBATIONARY STAFF APPOINTMENT(S) – Nil
2. PERMANENT STAFF APPOINTMENT(S) – Nil
3. PROMOTION(S) – Nil
4. INTERNAL APPOINTMENT(S) – Nil
5. TIMETABLE CHANGE(S) – Nil
6. RETIREMENT(S) – Nil
7. LEAVING EMPLOYMENT – Nil
8. LEAVE(S)
Secondment(s)
Leave(s) of Absence
That the request of Elena Barbaresso for a Leave of Absence effective 1995 02 01 to 1995 09 01 be approved.
Return(s) from Leave of Absence
Leave Extension(s)
9. OCCASIONAL STAFF ASSIGNMENT(S) – Nil

* * * * * * * * * * *

2. That the Memorandum from the Ministry of Education and Training dated 1994 11 21 re Joint Projects of Professional Development on Integration be received for information.

3. That the Memorandum from the Ministry of Education and Training dated 1994 12 05 re 1995 General Legislative Grants be received for information.

4. That the Memorandum from the Ontario French Language Trustees' Association (AFCSO) dated 1994 12 01 re 1995-1996 Membership be received for information.

5. That the 1994-1995 Membership List for Georges-P.-Vanier Parent, Student, Teacher Association (APEP) 1994-1995 be received for information.

6. That the Memorandum from the Ministry of the Solicitor General and Correctional Services dated 1994 10 14 re Assistance for a Women's Shelter In Hamilton be received for information.

7. That the Letter of Appreciation from the Federation of Franco-Ontarien Secondary School Students (FESFO) dated December 1994 be received for information.

8. That the Job Posting from the Hamilton-Wentworth District Health Council dated December 1994 be received for information.

9. That the Memorandum from the Ministry of Education and Training dated 1994 12 12 re Provincial Coordination of Curriculum Development for Mathematics, Science and Technology: Grades 7, 8 and 9 for French-language Schools be approved and that a reply be sent to the Ministry of Education and Training confirming our commitment to the program – Mathematics, Science and Technology: Grades 7, 8 and 9 for French-language Schools.

10. That the bulletin from the Restructuring Project of French-language Public Education in the Greater Toronto Area Committee dated December 1994 re Governance, Education, Structure be received for information.

11. That the Verbal Report on Activities of the "Centre de Santé et services communautaires de Hamilton and Niagara" be received for information.

12. That the Verbal Report on the "Collège des Grands Lacs" and Ontario Basic Skills Program offered at Georges-P.-Vanier be received for information.

13. That the Verbal Report on the Common Curriculum Program be received for information.

Respectfully submitted

Committee Room
1995 01 03

JEAN DESMARAIS
Chairman

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE
DEUXIÈME RAPPORT

Étaient présents: M. Jean Desmarais (président); M. Hubert Paquin (conseiller scolaire).

Administrateur présents: M. R. C. Lavoie (Surintendant des écoles de langue française).

La Section de langue française recommande:

1. que les propositions suivantes du Surintendant des écoles de langue française soient approuvées telles que présentées aux membres:

A. DOTATION EN PERSONNEL
1. NOMINATIONS DU PERSONNEL STAGIAIRE – Aucune
2. NOMINATIONS DU PERSONNEL PERMANENT – Aucune
3. PROMOTIONS – Aucune
4. NOMINATION(S) INTERNE(S) – Aucune
5. CHANGEMENT(S) D'ASSIGNATION – Aucun
6. RETRAITE(S) – Aucune
7. RÉSILIATION(S) D'EMPLOI – Aucune
8. CONGÉ(S)
Prêt de service
Congé autorisé
(a) que la demande d'Elena Barbaresso (personnel enseignant) pour un congé autorisé à partir du 1er février 1995 jusqu'au 1er septembre 1995 soit approuvée.
Retour de congé autorisé
Prolongation d'un congé autorisé
9. ASSIGNATION(S) DU PERSONNEL SUPPLÉANT – Aucune

* * * * * * * * * *

2. que la note de service du ministère de l'Éducation et de la Formation en date du 21 novembre 1994: (Objet: Projets conjoints de perfectionnement du personnel en intégration) soit reçue à titre d'information.

3. que la note de service du Ministère de l'Éducation et de la Formation en date du 5 décembre 1994: (Objet: Les subventions générales de 1995) soit reçue à titre d'information.

4. que la note de service de l'Association française des conseils scolaires de l'Ontario (AFCSO) en date du 1er décembre 1994: (Objet: Cotisation versée à l'AFCSO pour la période allant du 1er janvier 1995 au 31 mars 1996) soit reçue à titre d'information.

5. que la liste des membres de l'APEP en date de décembre 1994: (Objet Membriété) soit reçue à titre d'information.

6. que la note de service du ministère du Solliciteur général et des Services correctionnels en date du 14 octobre 1994: (Objet: Aide financière pour le Centre des femmes de Hamilton) soit reçue à titre d'information.

7. que la lettre de remerciement de la Fédération des élèves du secondaire franco-ontarien (FESFO) en date de décembre 1994 soit reçue à titre d'information .

8. que l'annonce du Conseil régional de Santé de Hamilton-Wentworth en date de décembre 1994: (Objet: Poste vacant) soit reçue à titre d'information.

9. que la note de service du ministère de l'Éducation et de la Formation en date du 12 décembre 1994: (Objet: Coordination provinciale en programmation – Mathématiques, sciences et technologie 7e, 8e et 9e années dans les écoles de langue française) soit approuvée et que la Section de langue française avise le ministère de l'Éducation et de la Formation de son engagement au projet "Mathématiques, sciences et technologie 7e, 8e et 9e années".

10. que le bulletin du Projet d'étude sur la restructuration de l'éducation de langue française dans la région du Grand Toronto: (Objet: Gestion, Éducation, Structure) soit reçu à titre d'information.

11. que le rapport verbal des activités du Centre de Santé et de services communautaires de Hamilton et Niagara soit reçu à titre d'information.

12. que le rapport verbal sur le Collège des Grands-Lacs et le programme de formation de base de l'Ontario offert à Georges-P.-Vanier soit reçu à titre d'information.

13. que le rapport verbal sur le programme d'études commun soit reçu à titre d'information.

Respectueusement présenté,

JEAN DESMARAIS
Président

Salle de comité
le3 janvier 1995

REPORT OF THE PROGRAM COMMITTEE
SECOND REPORT

Present: Trustees Bishop (Chairman), Gage, Hill, Johnstone, MacDonald, Patenaude and Stewart.

Also Present: Trustees Cunningham, Darby, Hicks, Johnston, Korz, Lowe, Mulholland, Orban, Rodgerson and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program), N. Nicholls (Superintendent of Schools – Mountain), M. Quinn (Superintendent of Schools – Lower City), F. Cooke (Assistant Superintendent of Program), M. Matier (Assistant Superintendent of Schools – Mountain) and S. Thompson (Assistant Superintendent of Schools -Lower City).

The Committee recommends:

GENERAL

1. That the Summary of the Report on Exceptional Students and their Achievement be received for information and the following recommendations approved as amended:

(a) That an analysis comparing all students and secondary school outcomes be repeated annually.

(b) That the findings on the Canadian Achievement Test and English as a Second Language (ESL) students be disseminated to English as a Second Language (ESL) teachers.

2. That a report identifying strategies to improve the learning outcomes of Behavioural Exceptionality (B.E.) students within schools be brought by the officials before the end of January 1996.

3. That the Verbal Update regarding "Athletes Helping Athletes" Program be received for information.

4. That the Verbal Update regarding Ontario Training and Adjustment Board (OTAB)/Local Training and Adjustment Board (LTAB) be received for information.

ELEMENTARY/SECONDARY

1. That the Implementation of "The Common Curriculum – Grades 1-9" Status Report be received for information and the following recommendations approved:

(a) That the following recommendations regarding Standardized Testing of Student Performance be approved:

Clause (i) amended at Board.
(i) That the schools be surveyed in April 1995 re: the use and usefulness of Gates-MacGinitie test results.

(ii) That, effective September 1996, the Canadian Achievement Test be administered in order to assess student performance in Grades 5 and 8.

Clause (iii) amended at Board.
(iii) That the schools be surveyed in April 1995 re: the use and usefulness of Otis-Lennon test results.

(iv) That Raven's Progressive Matrices continue to be administered.

(b) That a further report regarding the "Common Curriculum – Grades 1-9" be brought back by September 1995.

2. That the following motion be referred to the "Common Curriculum – Grades 1-9" Steering Committee:

(a) That the Progress Report Card for the Common Curriculum – Grades 1-9 provide a box for the student's comment.

3. That the following motion be referred to the "Common Curriculum – Grades 1-9" Public Relations Sub-Committee for a review:

(a) That the elementary school community be notified of the current status of the community's review of the drafted learning outcomes for the Common Curriculum advising them of the process vis a vis the selection of the respondents, their number and an invitation for further volunteer respondents.

4. That the Report regarding the Mountain Secondary School be received for information and the following recommendations approved as amended:

(a) That appropriate programs currently housed at Crestwood be moved to the Caledon site for September 1995 to complete the consolidation and that the cost of renovations not exceed $100,000.

(b) That Vocational Education and Basic Level Specialization Years programs be included in the Secondary School Futures Study Report.

(c) That the Phoenix Alternative Education program be relocated by September 1995, the specific site to be determined in conjunction with the Secondary School Futures Study Report.

Respectfully submitted

Board Room
1995 01 05

J. BISHOP
Chairman

REPORT OF THE OPERATIONS AND FINANCE COMMITTEE SECOND REPORT

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Hill, Johnston, Johnstone, Korz, MacDonald, Mulholland and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent – Administrative and Operational Services), M. Quinn (Superintendent of Schools – Lower City), N. Nicholls (Superintendent of Schools -Mountain), M. Matier (Assistant Superintendent of Schools – Mountain), S. Thompson (Assistant Superintendent of Schools – Lower City), F. Cooke (Assistant Superintendent – Program) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Report re Correspondence from the Ontario Public School Boards' Association re Bill 165 – Workers' Compensation Reform be received for information.

2. That the following 1995 membership fees be paid:

– Canadian Education Association (CEA)	- $4,061.40
– Association francaise des Conseils scolaires de l'Ontario (AFCSO) [15 months]	- $2,909.06
– Ontario Education Research Council (OERC)	- $725.00
– Ontario Public School Boards' Association (OPSBA)	- $65,097.73

3. That the Annual Public Relations Report be received for information.

4. That the Annual Report of the Integrated Information Systems Strategic Plan be received for information and the following recommendations approved:

(a) That the Strategic Plan Status Review Report be received for information.

(b) That the proposed budget be approved, subject to 1995 Budget Review.

(c) That the goals for achieving Technological Implementation be approved.

(d) That the Integrated Information System (I.I.S.) Strategic Plan become one part of a System Technological Implementation Plan.

(e) That an update regarding the Financial Information System be presented to the Operations and Finance Committee in June, 1995.

5. That the Report re Canada-Ontario Infrastructure Works Program – Financing of Local Share be received for information and the following recommendation approved:

(a) That the local share for the six projects completed during 1994 under the Canada-Ontario Infrastructure Works Program be funded from Capital Reserves, subject to the approval of the Ministry of Education and Training.

6. That the Chairman of the Board appoint an Ad Hoc Committee consisting of five trustees to review all policies of the Board and report back to the Operations and Finance Committee before the end of June, 1995.

7. That the verbal report regarding Tenders – Queen Mary School Project be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Bennetto, Grades 6-8, Ottawa, 1995 06 07-09 (Wednesday to Friday)

(ii) Bennetto, Grade 7, Midland, 1995 06 14 (Wednesday)

(iii) Buchanan Park, Grade 5, Canterbury Hills, Ancaster, 1995 06 21-23 (Wednesday to Friday)

(iv) Chedoke, Grade 7, Camp Wanakita, Haliburton area, 1995 01 18-20 (Wednesday to Friday)

(v) G. L. Armstrong, Grades 7-8, Camp Wanakita, Haliburton area, 1995 02 19-22 (Sunday to Wednesday)

(vi) G. L. Armstrong, Grade 7, Midland, 1995 06 08-09 (Thursday to Friday)

(vii) Glen Brae, Grade 8, Muskoka Woods, Muskoka, 1995 05 16-19 (Tuesday to Friday)

(viii) Highview, Grade 7, Minden, 1995 02 27-1995 03 02 (Monday to Thursday)

(ix) Highview, Grade 6, Kingston, 1995 06 12-13 (Monday to Tuesday)

(x) Ryerson, Grades 6-8, Mount St. Louis, Barrie area, 1995 02 10 (Friday)

(xi) W. H. Ballard, Grades 6-8, Mount St. Louis, Barrie area, 1995 02 23 (Thursday)

(xii) W. H. Ballard, Grades 7-8, Ottawa, 1995 02 8-10 (Wednesday to Friday)

(xiii) Sherwood, Grades 9-OAC, Cedar Glen, Bolton, 1995 01 27-29 (Friday to Sunday)

(xiv) Sherwood, Grades 11-OAC, Blue Mountain, Collingwood, 1995 01 27 (Friday)

Respectfully submitted

Board Room
1995 01 10

M. CUNNINGHAM
Chairman

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE SECOND REPORT

Present: Trustees Korz (Chairman), Darby, Johnston, Mulholland, Paquin, Rodgerson and Stewart.

Also Present: Trustees Bishop, Cunningham, Desmarais, Gage, Hicks, Hill, Johnstone, Lowe, MacDonald, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), N. Nicholls (Superintendent of Schools – Mountain) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Update on O.M.E.R.S. (Ontario Municipal Employees Retirement System) Downsizing Plan 7 be received for information.

2. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following staff be appointed to the Probationary Staff in the positions stated, effective as shown, with salary according to the salary schedule:

Jean McGuire, Library Clerk, .5 – Grade 3 (Clerical and Technical Staff), 1995 01 16

Timothy Parrow, Computer Programmer II – Grade 10 (Clerical and Technical Staff), 1995 02 06

Neelam Sanduja, Secretary, Program – Grade 5 (Clerical and Technical Staff), 1995 01 16

Replacements

2. PERMANENT STAFF APPOINTMENTS – Nil

3. PROMOTIONS

(a) (i) That Dianne Husack be promoted to the position of Senior Speech-Language Pathologist, 12-month – Grade 15, (Administrative Staff), effective 1995 01 04, with salary according to the salary schedule.

New Position

(ii) That the following staff be promoted to the position of Site Leader – Grade 11, (Administrative Staff), effective 1995 02 01, with salary according to the salary schedule:

Peter Boyter, Sir Winston Churchill
Richard Graves, Westmount
Replacements

4. INTERNAL APPOINTMENTS

(a) That the following staff be appointed to the position stated, effective as shown, with salary according to the salary schedule:

Susan Andreychuk, Clerk, Accounting – Grade 5 (Clerical and Technical Staff), 1994 12 05
Michelle Haggerty, Clerk, Kit Services – Grade 3 (Clerical and Technical Staff), 1995 01 01
Replacements

5. TIMETABLE CHANGES – Nil

6. RETIREMENTS

(a) That the resignations of the following staff for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Denise Somers, Switchboard Operator (Clerical and Technical Staff), 1995 04 28
Alice Syroishko, Secretary to the Director (Administrative Staff), 1995 01 31

7. LEAVING EMPLOYMENT

(a) That the dates for the following staff to leave the employ of the Board be approved:

Marilyn Abraham, Compensation Administrator (Administrative Staff), 1995 01 16
Jean Friesen, Senior Accounting Analyst (Administrative Staff), .5, 1994 12 30
Alan McKee, Fireman (Caretaking and Maintenance Staff), 1994 12 16

8. LEAVES

Leave of Absence

(a) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:

Naomi Barker, Data Control Clerk III (Clerical and Technical Staff), 1995 01 05 to 1995 07 14
Kelsey Crawford, Program Department Secretary (Clerical and Technical Staff), 1995 02 24 to 1995 09 01
Moira Donaldson, Administrative Assistant (Administrative Staff), 1995 03 06 to 1995 09 08

Leave Extension

(a) That the request of the following staff for an extension of a Leave of Absence, effective as shown, be granted:

Zora Milanovic, Research Services Secretary (Clerical and Technical Staff), 1995 01 09 to 1995 03 03

9. OTHERS

(a) We regret to announce the death of Doris Brown, Cleaner (Cleaning Staff) on 1994 12 20.

* * * * * * * *

3. That the Staffing Report – Full Time Equivalent Positions as of 1994 12 31 be received for information.

4. That the Report on Supply Teacher Usage as of 1994 11 30 be received for information.

5. That the Report on Substitute Cleaner/Casual Assistance Usage as of 1994 11 30 be received for information.

6. That the 1993 and 1994 Temporary Assistance Expenditures Report be received for information.

ELEMENTARY/SECONDARY

1. That the Report regarding Vice-Principal Candidates Eligible for Promotion be received for information and the following recommendation approved:

(a) That the Vice-Principal Eligible for Approval List be approved and that this become the Approved for Promotion List:

Elementary
Lee Hondronicols
Douglas Lenz

Maxine Martineau
Janice Robertshaw

Secondary
Dorte Deans
Suzanne Dube

2. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS – Nil

2. PERMANENT STAFF APPOINTMENTS – Nil

3. PROMOTIONS

(a) That Dorte Deans be appointed to the position of Secondary School Vice Principal on a temporary basis, effective 1995 02 01 to 1995 06 30, with salary according to the salary schedule.
Replacement

4. INTERNAL APPOINTMENTS – Nil

5. TIMETABLE CHANGES – Nil

6. RETIREMENTS

(a) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Donald Brockway (E), 1995 06 30
Vincent Formosi (S), 1995 01 31
Dennis Haynes (S), 1995 01 31

Gail Rusnell (S), 1995 01 31

7. LEAVING EMPLOYMENT – Nil

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Helen Brown (E), 1995 01 04 to 1995 08 31
Julie Capretta (E), 1995 01 23 to 1995 08 31
Nancy Kowalchuk (E), 1995 02 01 to 1995 09 29

Sarah Lindsay (E), 1995 01 01 to 1995 08 31
Christine McCulloch (S), 1994 10 27 to 1995 06 30
Linda M. Rempel (E), 1995 05 02 to 1995 11 10
Sallie Samohutin (E), 1994 12 12

Leave Extension

(a) (i) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Alexandra Aziz (S), 1995 02 01 to 1995 08 31
Anita Dunn (E), 1995 01 23 to 1995 01 27
Gary Hewitt (E), 1995 01 30 to 1996 01 31
George Omorean (S), 1995 02 01 to 1995 08 31

(ii) That the request of Cynthia Robinson (E) to be returned from a Leave of Absence, approved at a previous meeting, be rescinded and that an extension of her Leave of Absence, effective 1995 01 09 to 1995 05 05, be granted.

(b) (i) That the requests of the following staff for an extension of their Leaves of Absence, effective as shown, be granted:

Joanne Castle, Educational Assistant (Educational and Lunchroom Assistant Staff), 1995 01 04 to 1995 09 05
Marian Kostur, Educational Assistant (Educational and Lunchroom Assistant Staff), 1995 01 04

(ii) That the request of Cindy Wolf, Educational Assistant (Educational and Lunchroom Assistant Staff), to be returned from a Leave of Absence, approved at a previous meeting, be rescinded and that an extension of her Leave of Absence, effective 1994 10 11 to 1995 01 03, (1.0) and 1995 01 04 to 1995 06 30, (.5), be granted.

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence and assigned teaching duties effective as shown:

Assunta Consoli (S), 1995 01 30
Jane DeRoo (E), 1995 02 01 (.5)
Anne-Marie Scoular-Sacchetti (E), 1995 01 04
Mary Rinas-Smyth (S), 1995 01 04
Carrie Tyrosvoutis (E), 1995 01 04
Patrizia Vitucci-DiSanto (S), 1995 02 01

(b) That the following staff be returned from a Leave of Absence, effective as shown:

Patricia Daines, Educational Assistant (Educational and Lunchroom Assistant Staff), 1995 01 04

Michelle Horning, Educational Assistant (Educational and Lunchroom Assistant Staff), 1995 01 04

9. OTHERS – Nil

Respectfully submitted

Board Room
1995 01 12

G. KORZ
Chairman

REPORT OF THE SALARY COMMITTEE

Present: Trustees Cunningham (Chairman), Hill, Mulholland and Stewart.

Officials Present: D. Russon (Manager, Employee Relations) and D. Haynes (Manager, Administrative Services).

The Committee recommends:

GENERAL

1. That the Board ratify the terms and conditions of the Memorandum of Agreement reached with Labourers' International Union of North America, Local 837, representing Building and Parking Security Guards at the Hamilton Board of Education (see page 81).

Respectfully submitted

MARGARET CUNNINGHAM
Chairman

Committee Room
1995 01 12

MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
LABOURERS' INTERNATIONAL UNION OF
NORTH AMERICA, LOCAL 837

(1) The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.

(2) The undersigned representatives agree to recommend acceptance of the terms of this Memorandum of Agreement to their respective principals.

(3) Any obvious errors or omissions in this document will be corrected in accordance with the negotiations and agreements reached between the parties.

Dated at Hamilton this 11th day of January, 1995.

ON BEHALF OF THE UNION	ON BEHALF OF THE BOARD
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

COLLECTIVE AGREEMENT

THIS AGREEMENT made and entered into the _____ day of

_____19____.

BETWEEN:

THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
(hereinafter called "the Board")

and

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 837
(hereinafter called "the Union")

ARTICLE 1 – PURPOSE AND SCOPE

1.01 It is the purpose of this Collective Agreement to set forth certain terms and conditions of employment together with salaries, allowances and related benefits, and to provide a process for the settlement of all matters in dispute between the Union and the Board hereinafter called the parties.

1.02 It is the express desire of the parties to maintain a harmonious relationship and to recognize the mutual value of joint discussions and negotiations.

ARTICLE 2 – RECOGNITION

2.01 The Board recognizes the Union as the sole and exclusive Bargaining Agent for all employees employed as Building Security Guards and Parking Security Guards at the Hamilton Board of Education, save and except supervisors and persons above the rank of supervisor.

ARTICLE 3 – UNION RIGHTS

3.01 All employees covered by the Collective Agreement, as a condition of employment, shall become and remain members in good standing of the Union during the lifetime of this Agreement. The Board shall deduct and remit regular union dues from each employee as denoted in writing from the Union.

3.02 The Board shall forward such deductions to the Secretary-Treasurer of the Union not later than the 15th of the month following the month in which the deductions were made. Such remittance shall be accompanied with a listing of the names and corresponding social insurance numbers of the employees from whose pay such deductions were made.

3.03 The Union shall indemnify and save the Board harmless from any claims, suits, attachments and any form of liability as a result of such deductions authorized by the Union.

3.04 In the event the Board contracts out bargaining unit work, it will require the recipient of the contract to comply with the terms and conditions of this collective agreement, and the following provisions of the Employment Standards Act (as it stood on January 1,1 995) sections 56.4 through 56.12 inclusive.

ARTICLE 4 – MANAGEMENT RIGHTS

4.01 The Board shall have the exclusive functioning option to conduct its business in all respects in accordance with its commitments and responsibilities including the right to:

(a) manage, locate, extend, schedule, curtail or cease security and/or parking operations;

(b) determine the number of workers required for any or all operations; assess the qualifications of employees; assign or reassign work loads of employees; determine and evaluate the content and functions of all jobs and classifications; revise work assignments at any time and maintain an efficient mobile work force with diverse skills;

(c) determine the types and placement of machines, tools, materials and equipment; and to introduce new or improved systems and equipment;

(d) hire, classify, promote, transfer and layoff employees and to discharge, demote and suspend employees for just cause.

(e) establish, revise from time to time and enforce reasonable rules of conduct and procedure for its employees, maintain order, discipline and efficiency;

– all subject to the provisions of this Agreement. It is agreed that these functions shall be exercised in a fair and reasonable manner and not inconsistent with the provisions of this Agreement.

4.02 Any exercise of the above noted rights by the Board that establishes a new, changed or modified policy or practice will be communicated to the Union in writing as soon as possible prior to implementation.

ARTICLE 5 – GRIEVANCE PROCEDURE

5.01 For the purpose of this Article, the definition of "working day" shall mean a day other than Saturday, Sunday or a recognized holiday.

5.02 The term "grievance" shall mean any difference arising from the interpretation, application, administration or alleged violation of the provisions of this Agreement.

5.03 The immediate attention to complaints and grievances is of the utmost importance. Properly constituted grievances may be processed through the following procedures:

STEP NO. 1
Within ten (10) working days after the alleged grievance incident, the aggrieved may present the grievance to the immediate supervisor, either in writing or orally.

Should no settlement satisfactory to the aggrieved be determined within five (5) working days, the next step of the grievance procedure may be implemented within five (5) working days following.

STEP NO. 2
The aggrieved, through an authorized union representative, may submit the grievance to the Manager, Employee Relations, in writing and the responsible parties shall meet within five (5) working days following.

Should no settlement satisfactory to the aggrieved be determined within five (5) working days following this meeting, the next step of the grievance procedure may be implemented within five (5) working days following.

STEP NO. 3
Should no settlement satisfactory to the aggrieved be determined within five (5) working days following, the grievance may be submitted to arbitration within ten (10) working days following, as provided for in Article 7 – Arbitration.

5.04 The grievance procedure for an employee who claims he has been terminated without just cause, shall commence at Step 2, within five (5) working days after the termination.

ARTICLE 6 – UNION POLICY GRIEVANCE, BOARD GRIEVANCE, GROUP GRIEVANCE

6.01 Union Policy Grievance

A Union policy grievance may be submitted to the Board in writing by being delivered to the Manager, Employee Relations within ten (10) working days from the time the circumstances upon which the grievance is based were known or should reasonably have been known by the Union. A meeting between Board representatives and Union representatives shall be held within five (5) working days of the presentation of the written grievance and shall take place within the framework of Step 2 of Article 5.01. The Board shall give its written decision within five (5) working days of such meeting.

If a decision is not satisfactory to the Union, the grievance may be submitted to arbitration within ten (10) working days of the Union's receipt of such written decision and the arbitration sections (Article 7) of this Agreement shall be followed.

6.02 Group Grievance

A group grievance shall be one arising out of the same set of circumstances or the same management decision and shall be signed by all grieving employees in the group and shall be processed through Article 6 commencing at Step 1.

6.03 Board Grievance

A Board grievance may be submitted to the Union in writing within ten (10) working days from the time the circumstances upon which the grievance is based were known or should reasonably have been known by the Union. A meeting between Union representatives and Board representatives shall be held within five (5) working days of the presentation of the written grievance and shall take place within the framework of Step 2 of Article 5.01. The Union shall give its written decision within five (5) working days of such meeting.

If a decision is not satisfactory to the Board, the grievance may be submitted to arbitration within ten (10) working days of the Board's receipt of such written decision and the arbitration sections (Article 7) of this Agreement shall be followed.

ARTICLE 7 – ARBITRATION

7.01 Any properly constituted grievance concerning the interpretation, application, administration or alleged violation of this Agreement, which has been properly processed through all of the steps of Article 5 or Article 6 , but has not been satisfactorily settled may be referred to arbitration, in accordance with the Ontario Labour Relations Act.

7.02 The Arbitrator shall hold a hearing as soon as possible from the date of receiving a Notice to Arbitrate.

7.03 The Arbitrator shall, after hearing all of the evidence and submissions from all parties concerned, submit a final and binding decision in writing.

Upon mutual consent of the parties, reasons for the decision need not be given at the time of the decision but shall be provided within a reasonable period of time thereafter.

7.04 The Arbitrator shall be provided with written records containing details of the grievance, the section or sections of the Agreement which are alleged to have been violated and the requested remedy.

7.05 The Arbitrator shall not have the power to alter or change any of the provisions of this Agreement; or to substitute any new provisions for any existing provisions; nor to render any decision inconsistent with the terms and provisions of the Agreement.

7.06 Time limits may be adjusted by agreement of the parties concerned.

7.07 The Union and the Board shall equally share any expenses of the Arbitrator.

ARTICLE 8 – UNION REPRESENTATION

8.01 The Board recognizes the right of the Union to appoint Union Stewards. The Union will advise the Board in writing of the names of the Union Stewards.

The Union agrees to use reasonable judgment when deciding on the number of Union Stewards to appoint, taking into consideration the size and servicing requirements of the bargaining unit.

Union Stewards shall, in their specific job classification, be the employees retained the longest in their respective classification.

8.02 The Union agrees not to engage in Union activities during normal working hours. The Union further agrees not to hold Union meetings on the premises of the Board without prior permission of the Superintendent of Human Resources or designate unless otherwise provided in this Agreement.

8.03 The Board agrees that a Steward shall not suffer any loss of pay for time necessarily spent during working hours while processing grievances with management approval and such approval shall not be unreasonably withheld.

8.04 Prior to the imposition of formal discipline, an employee will be advised of the right to have a Union Steward present if the employee so desires.

8.05 The Board and the Union agree that the Business Agent for the Union shall have access to any employee during working hours but in no case shall the visits interfere with the progress of the work. When visiting a job site the Business Agent will first advise the site supervisor.

8.06 The Board shall grant a leave of absence to Union representatives in accordance with the following terms and conditions:

(a) The leave shall be for the business of the Union.
(b) This leave shall not exceed ten (10) days a year.
(c) The Union shall reimburse the Board the full cost of the leave.
(d) The Union shall provide the Board with ten (10) days written prior notice.

8.07 The Board agrees to inform the Union of all new employees hired at the time of hiring. The Board further agrees to inform the Union of all lay-offs and or discharges prior to or simultaneous to given the affected employee their proper notice.

ARTICLE 9 – NO STRIKES OR LOCKOUTS

9.01 The Union agrees that during the life the this Agreement, there shall be no strike, slowdown or stoppage of work either complete or partial, and the Board agrees that there will be no lockout.

ARTICLE 10 – LEAVES OF ABSENCE

10.01 Upon written request of an employee, the Board may consider a leave of absence without pay up to a period of three (3) months.

10.02 Subject to Article 21- Layoff and Recall, at the end of the period of the leave of absence or its extension, the employee shall return to the same position held by the employee immediately prior to the commencement of the leave of absence, if it still exists.

10.03 Employees are entitled to reasonable leave without pay for periods of sickness, disabilities, medical and dental examinations, pregnancy and /or parental leave and personal/family leave for sickness of dependent children.

ARTICLE 11 – JURY SERVICE AND QUARANTINED

11.01 The Board shall grant a paid leave of absence for the following reasons:

(a) During such period that an employee is quarantined or otherwise prevented by order of the medical health authorities from attending upon a member's duties because of exposure of any communicable disease.

(b) During such period as an employee is serving as a juror, or subpoenaed as a witness in any proceeding where an employee is not a party and not charged with an offence.

ARTICLE 12 – BEREAVEMENT LEAVE

12.01 Effective the date of ratification of this Collective Agreement, Bereavement Leave shall be granted to an employee in accordance with this Article.

12.02 For absence occasioned by the death of a spouse, son, daughter, mother, father, sister or brother of the employee or the employee's spouse, leave shall be granted without loss of salary for a period not exceeding four (4) consecutive working days. Notwithstanding article 12.05, if the day of burial is not within the allotted consecutive days, then one of the allotted days may be applied at a future time on the day of burial. The absence on the day of death is not included in the calculation of the leave. One (1) additional day may be granted at the discretion of the Director where extended travel is required.

12.03 For absence occasioned by the death of other relatives of the employee or the employee's spouse's immediately family, leave shall be granted without loss of salary for a period not exceeding three (3) consecutive working days. Notwithstanding article 12.05, if the day of burial is not within the allotted consecutive days, then one of the allotted days may be applied at a future time on the day of burial. The absence on the day of death is not included in the calculation of the leave. One (1) additional day may be granted at the discretion of the Director where extended travel is required.

12.04 For absence occasioned by the death of a close friend, leave shall be granted without loss of salary for a period not exceeding one (1) day for the purpose of attending the funeral.

12.05 The bereavement leave shall begin within seven (7) calendar days following the date of death.

ARTICLE 13 – STATUTORY HOLIDAYS

13.01 The Board shall grant to each employee the following recognized paid holidays:

New Year's Day	Thanksgiving Day
Good Friday	Easter Monday
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday	Labour Day

13.02 In order to receive payment for the recognized paid holiday, an employee must work the regularly scheduled shift immediately preceding and following the recognized paid holiday.

13.03 In the event that an employee is absent due to illness or accident and continuing to accrue seniority under Article 20.04, the Board shall pay the employee for the recognized paid holiday.

ARTICLE 14 – VACATIONS WITH PAY

14.01 Vacation pay shall be based on the length of service at the Hamilton Board of Education site as determined by the Corps of Commissionaires and in accordance with the following:

(a) Employee with less than three (3) years employment shall receive vacation pay equal to four per cent (4%) of their gross wages earned.

(b) Employee with four (4) years but less than eight (8) years employment shall receive vacation pay equal to six per cent (6%) of their gross wages earned.

(c) Employee with eight (8) or more years employment shall receive vacation pay equal to eight per cent (8%) of their gross wages earned.

14.02 Vacation Pay will be paid on each bi-weekly pay period.

14.03 Vacation periods shall be scheduled by mutual consent between the Board and the employee. If a conflict arises between employees requesting the same vacation period, seniority shall govern the assignment of time off without pay.

14.04 Employees requiring longer vacation periods shall request the same in writing from the Board at least three (3) months in advance of the intended vacation period and permission for same shall not be unreasonably withheld.

ARTICLE 15 – BENEFITS

15.01 The Board agrees to make payment, in lieu of benefits, of sixty (60) cents per hour for each hour worked. Such payment will be made to the Union by the fifteenth day of the following month in which the hours were worked or to be added to the employee's hourly wage. Such direction will be given by the Union in writing to the Board.

ARTICLE 16 – PROTECTIVE CLOTHING AND EQUIPMENT

16.01 The Board agrees to pay a clothing allowance of one hundred dollars ($100.00) per annum to bargaining unit employees. Such payment shall be
made on the first bi-weekly pay date in March of each year.

ARTICLE 17 – HOURS OF WORK

17.01 All employees will receive a fifteen (15) minute rest period during each half of the normal work shift and after any subsequent three (3) hours of work. Employees will be required to remain at their work stations.

17.02 There shall be one-half (1/2) hour paid lunch period permitted daily, no later than five (5) hours from the commencement of work during which time the employees will be required to remain at their work stations.

17.03 The regular work week shall be forty-two and one-half (42 1/2) hours per week comprised of not more than five (5) shifts in any seven (7) day period with two (2) consecutive days off.

17.04 During the lifetime of this Agreement, where changes in hours of work are decided upon by the Board or where new hours of work are established, it is recognized that the Board will notify the Union in writing prior to the institution of such new or changed hours of work.

17.05 An employee who has left the premises of the Board following the employee's normal work day and is called to return to work overtime, shall be paid a minimum of three hours at time and one-half (1 1/2) the employee's regular rate of pay, exclusive of any other premiums.

ARTICLE 18 – OVERTIME

18.01 Overtime shall be paid for all hours worked over forty two and one-half (42 1/2) hours per calendar week or more than eight and one-half (8 1/2) hours of work on a shift.

18.02 Overtime shall be paid at time and one-half (1 1/2) the employee's regular straight time rate of pay.

18.03 Overtime shall be on a voluntary basis by the employee, and where there are no volunteers, the Board shall have the right to assign.

18.04 When overtime is assigned by the Board, it shall be on a rotating seniority basis (longest employed to least employed) to employees qualified to perform the work.

18.05 Overtime at the rate of time and one-half (1 1/2) the employee's regular straight time rate of pay will be paid for work performed on a recognized paid holiday when the employee is regularly scheduled to work, plus any holiday pay.

ARTICLE 19 – PROBATIONARY PERIOD

19.01 An employee will be considered on a probationary period for a maximum of ninety (90) days from the last date of appointment to the probationary staff and
will have no recourse to the grievance procedure for layoff during the probationary period.

ARTICLE 20 – SENIORITY

20.01 Seniority as referred to in this Agreement shall mean:

(a) For the purpose of lay-off and recall and job postings, seniority for all employees of the Bargaining Unit registered with the Board by January 1, 1995 shall mean the length of service with the Corps of Commissionaires, dating back to the original date of hire.

(b) For the purpose of determining vacation and severance pay entitlement, seniority shall mean the length of service at the Hamilton Board of Education site as determined by the Corps of Commissionaires.

(c) For employees hired after January 1, 1995 seniority for all purposes shall mean the length of service with the Hamilton Board of Education.

20.02 The Board will maintain separate seniority lists by classification – building security guards and parking security guards.

20.03 An employee shall lose seniority in the following circumstances, if the employee:

(a) leaves the employ of the Board,

(b) is discharged and is not reinstated through the grievance or arbitration procedures,

(c) is off work due to layoff, for twelve (12) months or the length of the employee's seniority, whichever is shorter,

(d) fails to notify the Board within two (2) working days that the employee will report to work after being notified by the Board to report for work or subsequently fails to report for work within two (2) working days after being notified by the Board by registered mail to report for work following layoff unless a reason satisfactory to the Board is given.

20.04 An employee shall accumulate seniority under any of the following conditions:

(a) when actually at work for the Board,

(b) when absent on approved vacation, on recognized paid holidays, approved leave of absence in accordance with Article 10 (up to three (3) months leave of absence),

(c) during any period when the employee is prevented from performing work for the Board by reasons of illness or accident for a period of up to twelve (12) months,

20.05 An employee who does not qualify to accumulate seniority under Article 20.04 shall maintain the employee's existing seniority, unless and until the employee loses same pursuant to Article 20.03.

20.06 Seniority lists shall be revised and posted in the work place annually and a copy sent to the Union.

20.07 In the event that an employee covered by this Agreement should be promoted to a supervisory or confidential position beyond the scope of this Agreement, as defined in Article 2 – Recognition, the employee shall retain accumulated seniority for a one (1) year period from the date or promotion.

ARTICLE 21 – LAY-OFF AND RECALL

21.01 (a) In the event of layoffs/recall, and for the purpose of recalling those to work who have been laid off, seniority shall govern providing the employee is qualified to perform the available work. Wherever used in these procedures, "qualified" means presently possessed of the skills and ability which would enable the person to perform the work required so that the person performs such work after being given general information concerning it, but does not require a trial period or a training period, provided that the job duties and the nature of the work has not changed since date of lay-off.

(b) In the event that new job duties, skills and requirements are introduced since date of lay-off, existing bargaining unit employees will have the first opportunity to be trained to perform such work.

(c) No new employee shall be hired until all laid off employees who are qualified or entitled to be trained to perform the available work have been recalled.

ARTICLE 22 – JOB POSTING

22.01 Whenever a vacancy occurs within the bargaining unit, the Board shall post on a bulletin board accessible to all members of the bargaining unit, a notice with details of such vacancy. Such notice shall remain posted for five (5) working days.

22.02 A vacancy shall exist when the incumbent employee is promoted, permanently transfers to another position, dies, resigns, retires or is terminated for just cause. A vacancy shall also exist when the Board creates a new position.

22.03 Any vacancy, as described in clause 22.02, shall be open to bargaining unit employees who hold a permanent position with the Board at the time of the posting of such vacancy unless otherwise provided in this Agreement.

22.04 If there are no qualified applicants from permanent bargaining unit employees to a posted vacancy, the vacancy shall be open to qualified casual employees covered by this Collective Agreement.

22.05 In filling any posted vacancies under this Agreement, the Board shall base its decision on the applicant's qualifications and skill level to perform the duties of the position. If qualifications and skill level are equal, the Board shall select the most senior candidate. Wherever used in this article, "qualified" shall mean presently possessed of the skills and ability which would enable the person to perform the work required.

ARTICLE 23 – DISCIPLINE

23.01 Upon the request of an employee, any derogatory notations, disciplinary actions, or written warnings that have been placed in an employee's personnel file shall be removed from such file after two (2) years from the time the documents were first placed into the file providing such personnel file has been free of any written warning or disciplinary action during the intervening period.

ARTICLE 24 – NO DISCRIMINATION

24.01 The Board shall not discriminate against, interfere with, restrict or coerce any employee because of the employee's membership in the Union.

24.02 The Board agrees that in accordance with the Ontario Human Rights Code there shall be no discrimination against any employee because of race, creed, colour, age, sex, marital or parental status, religion, nationality, ancestry, place of origin, family relationship or status, ethnic origin, record of offences, citizenship, handicap, place of residence, or sexual orientation.

ARTICLE 25 – ACCESS TO PERSONNEL FILE

25.01 An employee shall have access to examine the employee's personnel file upon prior arrangement with Human Resources Services. Upon request, an employee shall be provided with a copy of material contained in such file.

25.02 An employee may request that a Union Steward accompany the employee to review the personnel file.

25.03 An employee shall have the right to contest in writing the accuracy of such information contained in the employee's personnel file, and have the same recorded in the employee's file. If there is an error in the information, the Board shall notify all parties concerned in accordance with the Municipal Freedom of Information and Protection of Privacy Act.

ARTICLE 26 – STAFF RELATIONS

26.01 A Staff Relations Committee comprised of Board and Union representatives shall meet at least three (3) times yearly and at such other times that may mutually be agreed upon to discuss problems and interpretations of rules and such other matters as they deem necessary. This committee is not designed to by-pass or eliminate any of the rights of grievance as granted under this Agreement or any of the rights of this Board, but to provide another avenue for mutual discussion of problems which may arise from time to time.

ARTICLE 27 – APPENDICES

27.01 All appendices attached to this Agreement shall form part of this Collective Agreement.

ARTICLE 28 – DURATION OF AGREEMENT

28.01 This Agreement shall continue in full force and effect from January 1, 1995 until December 31, 1995, and thereafter shall be automatically renewed and remain in force from year to year from its expiration date, unless, within the period of ninety (90) days before the Agreement ceases to operate, either party gives notice in writing to the other party of its desire to bargain with a view to the renewal with or without modifications of the Agreement.

28.02 On receipt of such notice, the parties to the Agreement shall convene a meeting within fifteen (15) days and bargain in good faith to endeavour to reach an agreement.

DATED AT HAMILTON, Ontario, this 11th day of January, 1995.

ON BEHALF OF THE UNION	ON BEHALF OF THE BOARD
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

APPENDIX "A"

ARTICLE A1 – WAGES AND CLASSIFICATIONS

A1.01 The following wages shall apply to the following classifications during the lifetime of this Collective Agreement:

CLASSIFICATION	WAGE RATES EFFECTIVE JANUARY 1, 1995
Building Security Guard	$8.60 per hour
Parking Security Guard	$8.60 per hour

A1.02 – SHIFT PREMIUMS

Effective January 29, 1995, the Board will pay a shift premium of twenty (20) cents per hour for afternoon shift and fifty (50) cents per hour for night shift where the bulk of the employee's hours falls between 4:00 p.m. and 8:00 a.m.

In no case shall there be a duplication, pyramiding or compounding of daily and weekly overtime premiums or any other premium compensation.

A2 – ASSIGNMENT OF WORK

A2.01 Employees who are required to perform higher classification work shall be paid the appropriate wage rate for such time while performing such work.

A3 – PAY SCHEDULE

A3.01 The regularly scheduled pay day shall be bi-weekly, every other Thursday.

A3.02 Wages shall be paid by direct bank deposit.

A3.03 The Board shall provide with the payment record a statement which includes wages for hours work, overtime, deductions for Income Tax, Unemployment Insurance, Canada Pension Plan, Union Dues, etc.

A3.04 The Board shall, by the following pay period after discharging an employee, send by registered mail, to the said employee's last known address on file, all outstanding documentation, including; Record of Employment, Vacation Pay, Statutory Holiday remunerations and any other outstanding accumulated pay.

A3.05 The Board shall, no later than the next regular pay following an employee's voluntarily terminated employment, send by mail, to the employee's last known address on file, all outstanding documentation, including; Record of Employment, Vacation Pay, Statutory Holiday remunerations and any other outstanding accumulated pay.

Employees shall be required to notify the Board of any change of address or telephone number. The Board shall be entitled to rely upon the last address and telephone number furnished to it by an employee for all purposes.

APPENDIX "B"

CASUAL EMPLOYEES

B1.01 A casual employee shall be defined as a person not appointed to the permanent staff and who does not hold a regular assignment.

B1.02 The sole terms and conditions of employment applicable to casual employees under this Agreement shall be as defined in Appendix "B".

B1.03 Where a casual employee has worked a minimum of ninety (90) working
days, the casual will be considered to have served the probationary period.

B1.04 Casual employees assigned to permanent vacancies shall be credited with seniority for all the days worked from date of original hire as a casual employee.

B1.05 Casual employees who are assigned to permanent vacancies shall be assigned on the basis of original date of hire as a casual employee.

B1.06 A casual employee shall receive the designated rate of pay for the job classification in accordance with Appendix A. In addition to the hourly rate of pay, a casual employee shall receive four per cent (4%) vacation pay on gross wages earned.

B1.07 When a casual employee is required to work afternoon or night shift, the casual employee shall receive shift premiums in accordance with Appendix A.

LETTER OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
LABOURERS' INTERNATIONAL UNION OF
NORTH AMERICA, LOCAL 837

The parties agree that the Mandatory Retirement Age Policy of the Board will not be exercised for those employees of the bargaining unit registered with the Board by January 1, 1995.

All new employees hired after January 1, 1995 will be subject to the Board's Mandatory Retirement Policy.

Dated at Hamilton this 11th day of January, 1995.

ON BEHALF OF THE UNION	ON BEHALF OF THE BOARD
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Gage, Hill, Johnston, Johnstone, Korz, MacDonald, Mulholland, Patenaude and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent – Administrative and Operational Services), M. Quinn (Superintendent of Schools – Lower City), N. Nicholls (Superintendent of Schools – Mountain), M. Matier (Assistant Superintendent of Schools – Mountain) and S. Thompson (Assistant Superintendent of Schools – Lower City).

The Committee recommends:

GENERAL

1. That the Safe Schools Report be received for information and the following recommendations approved:

Program/Curriculum Sub-Committee Recommendations

(a) That all schools, as part of the School Planning process for the 1995-96 school year, set in place for all students JK-OAC, Social Skills programs which promote positive relationships and discourage aggression within the school community.

(b) That all schools, as part of the School Planning process for the 1995-96 school year, set in place for all students JK-OAC, programs which address the mediation of emerging conflicts and teach conflict resolution skills.

(c) That all schools have in place, for all students JK-OAC, effective procedures to identify and deal with aggressive behaviour.

That all schools track and compile data on aggressive and/or violent incidents on a monthly basis beginning 1995-96 in order to evaluate program effectiveness.

(d) That all schools provide, for all students JK-OAC, highly visible supervision during high risk periods.

(e) That all schools examine critically their curricular and co-curricular programs to ensure that they are conducted in a manner consistent with the intent of the Ministry of Education and Training's Violence-Free Schools Policy.

(f) That a budget of $25,000.00 be allocated for in-service and implementation of violence prevention programs.

Expulsion Sub-Committee Recommendations

(g) That the following Statement of Zero Tolerance of Violence be approved.

"It is the policy of the Board of Education for the City of Hamilton to respond with ZERO TOLERANCE to all known acts of violence or any behaviour that has the potential to result in violence. The Board is committed to fostering a safe and secure learning/working environment. This environment will be achieved through proactive prevention and intervention strategies within each school where all students and staff understand, value and respect the diversity of others and the importance of self-worth.

Clear and consistent disciplinary action will be applied in response to the following acts of violence:

.threats of serious physical injury
.assaults causing bodily harm
.sexual assault
.hate-motivated violence
.robbery and extortion
.the possession and/or use of weapons
.extensive vandalism

Depending on the nature and severity of the incident and the age of the student, one or more of the following consequences may be employed:

.contact of the parent(s)/guardian
.contact of the police
.suspension of the student
.completion of a Violence Incident Form for inclusion in the OSR
.alternative learning placement for the student
.recommendation for expulsion

Every reasonable effort will be made by the Board to protect the rights of individual students and staff to learn and work in a safe environment"

(h) That the following Expulsion Policy Statement be approved:

"The Hamilton Board of Education is prepared to exercise its authority to expel students as necessary in order to ensure this safe learning and working environment. The Board of Education for the City of Hamilton is committed to a safe learning and working environment. Such an environment protects the safety and self-esteem of each person and promotes mutual respect of one person for another.

The Expulsion Policy and Procedures define unacceptable behaviour and provide a systematic method of response. Fair, firm and consistent application of the policy is expected. The case of every student referred for expulsion will be thoroughly investigated and decisions will be based on the individual circumstances of the case. The intent of the policy is to protect and balance the rights of all people in the education system.

Expulsion may be the result of a single serious occurrence or a series of occurrences.

A student who is expelled will be directed to both therapeutic support and alternate forms of education to allow the student to pursue a new direction in his/her life."

(i) That the Expulsion Procedures be approved as presented.

Policies/Procedures Sub-Committee Recommendations

(j) (i) That the Board's Discipline Policy (Student), as revised, be included in the Safe Schools document.

(ii) That all schools review existing codes of conduct in the 1995-1996 school year and every three years thereafter (Ministry of Education and Training's Violence-Free Schools Policy, June '94, page 19), with participation of students, staff and parents to ensure that:

(1) the language is clear, specific and relevant to the age of the student;

(2) the consequence of expulsion be included with a clear delineation of the violent acts for which a recommendation for expulsion may be considered;

(3) revised codes of conduct are communicated clearly and regularly to all students and parents.

(k) That the Drug Education Policy, as revised, be included in the Safe Schools document.

(l) That the Drug Education pamphlet, as revised, be included in the Safe Schools document.

(m) That the Harassment Policy be included in the Safe Schools document.

(n) That the Race Relations and Ethnocultural Equity Policy/Pamphlet be included in the Safe Schools document.

(o) That the revised Policy Against Assault in the School Environment be included in the Safe Schools document.

(p) That the Expulsion Policy be included in the Safe Schools document.

(q) That Operating Procedure SP4 – Child Protection Protocol be included in the Safe Schools document.

(r) That Operating Procedure SP20 – Suspension of Pupils included in the Safe Schools document.

(s) That Operating Procedure OP15 – Code of Conduct for Pupils on School Buses, as revised, be included in the Safe Schools document.

(t) That Operating Procedure OP22 – Intruders in Schools – The Trespass to Property Act, as revised, be included in the Safe Schools document.

(u) That Dangerous/Suspicious Stranger Reporting Protocol be appended to Operating Procedure OP25 – The Trespass to Property Act.

(v) That the Protocol Between Shelters and Boards of Education be included in the Safe Schools document.

(w) That Operating Procedure SP5 – Police Interviewing Students, as revised, be included in the Safe Schools document.

(x) That Violent Incident Form and the operating procedure on Violent Incidents Reporting Procedures be approved and included in the Safe Schools document.

(y) That the Protocol for Reporting Incidents to the Police be appended to the Violent Incidents Reporting procedures.

(z) That Operating Procedure SP25 – Safety of Staff During Home Visits be included in the Safe Schools document.

(aa) That the Restraint Procedures be appended to the Discipline Policy of the Hamilton Board of Education.

(bb) That Operating Procedure OP6 – Vandalism and Theft be included in the Safe Schools document.

(cc) That a common trespass sign be posted at all entrances in all schools with a consistent and common wording – Upon Entry, All Visitors Must Report to the Office.

(dd) That all schools establish a Safe School Committee with student, parent and community participation.

(ee) That the sample of the Safe School Action Planner be included in the Safe Schools document.

(ff) That a budget of $1,500 be approved for the duplication of materials to be included in the Safe Schools binder.

(gg) That a budget of $2,200 be allocated for the production of common trespass signs for all Hamilton Board of Education schools.

Communications Sub-Committee Recommendations

(hh) That communications programs as set out in the Communication Strategy be approved.

(ii) That a budget of $20,000 be allocated to support the communication programs.

Respectfully submitted

Board Room
1995 01 17

M. CUNNINGHAM
Chairman

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 01 31

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Johnston, Lowe, Mulholland, Orban, Paquin, Patenaude and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer) and P. Gillie (Superintendent of Administrative and Operational Services).

The Chairman noted that regrets for not being able to attend this meeting were received from Trustees Hill, Korz, MacDonald and Rodgerson.

GENERAL

Moved by Mr. Darby, seconded by Mrs. Lowe: That the General Part of the Report of the Special Meeting of the Personnel and Organization Committee be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mr. Darby, seconded by Canon Rogers: That the Elementary/Secondary Part of the Report of the Special Meeting of the Personnel and Organization Committee be adopted. Carried.

The Board then met in-camera. Action taken by the Board is not included in this public record of the in-camera session as per Section 207 (2) (b) of the Education Act.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL & ORGANIZATION COMMITTEE

Present: Trustees Darby (Chairman Pro Tem), Johnston, Mulholland and Stewart.

Also Present: Trustees Bishop, Cunningham, Lowe, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer) and P. Gillie (Superintendent – Administrative and Operational Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

3. PROMOTIONS

(a) That Murray Lumley (S) be seconded to the position of Special Assignment Teacher (Environmental and Outdoor Education), effective 1995 02 01 to 1995 06 30, with salary according to the salary schedule. (Replacement)

(b) That the following staff be promoted to the positions stated, effective 1995 02 01, with salary according to the salary schedule:

Mary Davis, Secretary to the Director – Grade 10 (Administrative Staff) (Replacement)
Patricia Kossup, Supervisor, Technical Support Services – Grade 11 (Administrative Staff)
(New Position — Approved Reorganization)

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) (i) That the following teachers be re-appointed to the Probationary Staff, effective 1995 02 01, with salary according to the salary schedule:

Virginia Brisbin (S), 2/6 (2/3 Semester 2 only)
Paul Guagliano (S), 3/6 (Full Time Semester 2 only)
Jeannine MacIsaac (S), 2/6 (2/3 Semester 2 only)
David Ormerod (S), 3/6 (Full Time Semester 2 only)
(Replacements and Allocations)

(ii) That the following teachers be appointed to the Probationary Staff, effective 1995 02 01, with salary according to the salary schedule:

Janice Kovar (S), 3/6 (Full Time Semester 2 only)
Melinda Lula (S), 2/6 (2/3 Semester 2 only)
P. Bruce McLeod (S), 2/6 (2/3 Semester 2 only)
Kelly Pike (S), 2/6 (2/3 Semester 2 only)
Graham Timms (S), 3/6 (Full Time Semester 2 only)
(Replacements and Allocations)

2. PERMANENT STAFF APPOINTMENTS

(a) That the following teachers be re-hired and appointed to the Permanent Staff, effective 1995 02 01, with salary according to the salary schedule:

Bruce Cooke (S), 3/6 (Full Time Semester 2 only)
Leslie Cramer (S), 3/6 (Full Time Semester 2 only)
Victoria Kudrenski (S), 3/6 (Full Time Semester 2 only)
(Replacements)

3. PROMOTIONS

(a) That the following teachers be appointed to the positions indicated, effective as shown, with salary according to the salary schedule:

Richard Brooks (S), (Acting Head of Department – Business), 1995 02 01 to 1995 08 31
Anne Klaus (S), (Acting Head of Department – French Immersion), 1995 02 01
Kathryn McIntyre (S), (Acting Head of Department – Visual Arts), 1995 02 01 to 1995 08 31
Jeffrey Nichol (S), (Acting Head of Department – Science), 1995 02 01
Sharon Stephanian (S), (Acting Assistant Head of Department – Business), 1995 02 01 to 1995 08 31
Martin Strobl (S), (Acting Head of Department – Languages), 1995 02 01 to 1995 08 31
(Replacements)

5. TIMETABLE CHANGES

(a) That the following timetable changes be approved, effective as shown, with salary according to the salary schedule:

Tracey Austin (S), 3/6 to 6/6, 1995 02 01
Robert Bukvic (S), 3/6 to 6/6, 1995 02 01
Linda Evans (S), 4/6 to 6/6, 1995 02 01
Denise Hagger (S), 2/6 to 4/6, 1995 02 01 (2/3 Sem. 2)
William Holinaty (S), 3/6 to 6/6, 1995 02 01 to 1995 06 30
Joan Massey (S), 4/6 to 5/6, 1995 02 01 (F.T. Sem. 2)
Rebecca Southern (S), 3/6 to 6/6, 1995 02 01
Mark Spera (S), 3/6 to 6/6, 1995 02 01
Michelle Visca-Facciuolo (S), 3/6 to 5/6, 1995 02 01 (2/3 Sem. 2)
(Replacements and Contract Compliance)

8. LEAVES

Leave of Absence

(a) That the request of Lee Raso (S) for a 1/3 Leave of Absence, effective 1995 02 01 to 1995 08 31 (2/3 timetable Semester 2), be granted.

Respectfully submitted

G. DARBY
Chairman Pro Tem

Board Room
1995 01 31

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 02 16

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools – Lower City), N. Nicholls (Superintendent of Schools – Mountain), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent of Program), M. Matier (Assistant Superintendent of Schools, Mountain), S. Thompson (Assistant Superintendent of Schools, Lower City) and S. Rogers (Assistant to the Secretary).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee Lowe.

On behalf of the Board, the Chairman accepted a presentation of a plaque from Andrew Murie, Executive Director of the Big Brother Association, for the Board's partnership in two programs: the Mentoring Program which matches volunteer mentors with children in our schools for one hour per week, and the Promise Scholarship for students who wish to further their education after graduation.

The Chairman then presented a plaque to Frances Scott, Chairperson of the Community Involvement Team at Levi Strauss & Co. (Canada) Inc. for their financial assistance to the

"Change Your Future Program". Irene Sushko, Equity Co-ordinator, also joined the presentation and highlighted the success of this program. She added that financial contributions had also been received from Dofasco Inc. and Proctor and Gamble Inc. but that their representatives were unable to attend this meeting.

Moved by Canon Rogers, seconded by Mr. Korz: That the minutes of the last regular meeting of 1995 01 19 and special meetings of 1995 01 10 and 01 31 be adopted as presented. Carried.

The Secretary read a note of thanks for the Board's retirement gratuity from Ian McNaughton and then drew the members' attention to the correspondence from the City of Hamilton confirming Ram Mulki Kamath and Archie J. McQueen as the Board's representatives to the Hamilton Public Library for the term ending 1997 11 30, a response from the Ontario Ministry of Labour re delays in scheduling hearing dates for Pay Equity Hearings Tribunal, the letter of support from the Ontario Medical Association re implementation of the Tobacco Control Act and from the Regional Council re "1994 International Year of the Family/Vision 2020".

Trustee Hicks publicly thanked the secondary school staff and students for their excellent implementation of the Tobacco Control Act.

Moved by Mrs. Bishop, seconded by Mr. Gage: That the correspondence from the Regional Council re "1994 International Year of the Family/Vision 2020" be referred to the Program Committee.

In response to questions, Trustee Bishop noted that the report from the Region deals with issues around the family – nutrition, health and physical education and child care, etc – but that it fails to mention some of the initiatives that this Board is doing around the same issues. She offered that referring the matter to the Program Committee would provide an opportunity to respond to the Region's concerns by indicating those areas in which the Board is currently involved, as a matter of course, in dealing with young people in the areas they have identified.

The motion was put to a vote and was Carried.

Moved by Mrs. Bishop, seconded by Mr. Gage: That the remaining correspondence be received and filed. Carried.

Committee reports were presented as follows:

Program Committee – Mrs. Bishop
Operations and Finance Committee – Miss Cunningham
Personnel and Organization Committee – Mr. Korz
Salary Committee – Miss Cunningham

Moved by Mrs. Bishop, seconded by Mr. Gage: That the General Part of the Report of the Program Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Canon Rogers: That the General Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Mr. Desmarais: That the General Part of the Report of the Personnel and Organization Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mr. Mulholland: That the Report of the Salary Committee be adopted. Carried.

Under Unfinished Business, it was moved by Mr. Darby, seconded by Mrs. Hill: That the following clauses be lifted from the table and referred to the Transportation Committee:

(a) That the Board participate in the Joint Transportation Project to implement a computerized routing and scheduling system.

(b) That the Superintendent of Finance and Treasurer proceed to finalize the details of the joint contract.

When Trustee Korz noted this item was not on the agenda, the Chairman ruled that a two-thirds vote to consider it was not required as a tabled motion may be lifted at any time.

Trustee Korz challenged the Chair's ruling.

The Chairman clarified that the motions in question had been tabled at an Operations and Finance Committee meeting and subsequently were on the report approved at Board.

Trustee Mulholland contended that motions tabled at Committee must be lifted at Committee and not Board and challenged the Chair's ruling.

Trustee Mulholland's challenge was put to a vote and was Carried.

In pursuance of the Notice of Motion given at the last meeting, it was moved by Mrs. Hill, seconded by Mr. Desmarais: That the Report of the Rules and Regulations Committe be adopted as presented.

Recalling the letter from O.S.S.T.F., District 8, about the public not being able to participate at Board meetings, it was

Moved by Mrs. Bishop, seconded by Dr. Johnston: That the Rules and Regulations Committee be asked to examine our procedures relative to presentations by the public to the Board and Board Committees. Lost.

Trustee Hill, as the Chairman of the Rules and Regulations Committee, noted that the Board's Rules make provision for presentations to Standing Committees and it was for that reason the Committee felt no further action was necessary.

The motion was put to a vote and was Carried.

Under New Business, it was moved by Dr. Johnston, seconded by Miss Cunningham: That, in keeping with the policy of this Board established in 1988, effective 1994 12 01, the trustee honorarium be:

- Chairman — $19,630
- Trustee — $13,160

Trustee Hicks spoke in opposition to the motion emphasizing the necessity of trustees maintaining a leadership role by not taking action to increase the honorarium during the Social Contract.

The motion was put to a vote and was Carried.

Moved by Mr. Mulholland, seconded by Mr. Hicks: That the travel allowance of $1,150 for trustees be amended to $1,134.21 for travel and parking at the Education Centre.

Trustee Mulholland noted the motion provides for equal payment amongst trustees for the four parking spots to be reserved for their use.

Several trustees expressed concern that the specific figures in the motion could result in problems at a later date and suggested a friendly amendment to eliminate the amended figure and substitute the wording to "less the amount for parking at the Education Centre".

When the Chairman ruled the suggestion was contrary to the specific amounts in the original motion, it was

Moved in amendment by Miss Cunningham, seconded by Mr. Darby: That the motion be referred to the Operations and Finance Committee. Carried.

FRENCH LANGUAGE SECTION

Presentation of Report – Mr. Desmarais

Moved by Mr. Desmarais, seconded by Ms. Patenaude: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

The Secretary drew the members' attention to the correspondence from the Hamilton Home and School Council regarding lunchtime supervisors, the Hamilton Principals' Association regarding trustee communications in the schools, the Hamilton Secondary School Principals' Council regarding the Board's Safe Schools and Smoke Free Schools policies as well as the condition of Secondary Schools and a request from the Ontario Secondary

School Teachers' Federation for a trustee to be appointed to serve as a judge for the Walter Clarke Outstanding Teacher Award.

Moved by Mr. Darby, seconded by Ms. Orban: That Trustee Hill act as a judge in the selection of the Walter Clarke Outstanding Teacher Award.

Trustee Johnston asked that the response to O.S.S.T.F. include a request that the judge's selection meeting not be scheduled on a night when this Board is meeting.

The motion was put to a vote and was Carried.

Noting that a two-thirds majority vote would be required to entertain the following motion and in reference to the correspondence from the Hamilton Secondary School Principals' Association, it was: Moved by Trustee Hicks, seconded by Dr. Johnston: That the Board's Smoke-Free Policy be referred back to the Operations and Finance for consideration.

The motion was put to a vote and the required two-thirds vote was not received.

When concern was expressed by several trustees that this issue was of General jurisdiction, the Chairman noted that it was on the Agenda under Elementary/Secondary because of the author of the letter.

Moved by Mrs. Bishop, seconded by Mr. Mulholland: That the letter from the Hamilton Principals' Association regarding trustee communications in the schools be referred to the Trustee Communications Committee.

Trustee Bishop responded to the Chairman that the referral would facilitate the request of the H.P.A. to meet with Trustees and Senior Management to discuss the procedures further.

The motion was put to vote and was Carried.

Moved by Miss Cunningham, seconded by Mr. Korz: That the remaining correspondence be received and filed. Carried.

Moved by Mrs. Bishop, seconded by Mrs. Rodgerson: That the Elementary/Secondary Part of the Report of the Program Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mr. Hicks: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Miss Cunningham: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted.

Moved in amendment by Ms. Orban, seconded by Mr. Korz: That the following be added to Clause 1. (a): "...throughout the school year with allowances for hiring for inclement weather supervisors to lower the ratio to 37:1 from December through March inclusive".

Trustee Orban, in speaking to the amendment, emphasized the health and safety concerns of students, as underscored by the over 200 signatures on a petition from parents at Ridgemount School.

Trustees opposed to the amendment expressed concern with the impact on the budget before budget deliberations.

Ms. Avery, Human Resources Officer – Lunch Program Leader, outlined some of the ways in which some schools organize the Lunchtime Supervisors.

When Trustee Cunningham expressed serious concerns that some Lunchtime Supervisors may answer the phone in the school office, Mr. Binns clarified that neither this, nor any another other secretarial duty, is part of their role or job description.

Trustee Cunningham suggested that this direction should be conveyed explicitly.

The amendment was put to a vote and was Lost.

The motion was put to a vote and was Carried.

In pursuance of her Notice of Motion given at the last meeting, it was moved by Mrs. Johnstone, seconded by Mr. Korz: That the Hamilton Board of Education include the recitation of the Oath of Allegiance in their Opening Exercises daily and that all elementary and secondary students view the flag and recite the current Pledge of Allegiance to Queen Elizabeth and Canada [see below].

I promise
That I will be loyal to her Majesty Queen Elizabeth II and Canada,
That I will honour the flag,
Observe the laws of my country,
And fulfil my duties as a Canadian Citizen
God being my helper.

Trustee Korz, noting the concern over previous years has been with the legality of instituting a pledge in all schools, offered that the Board's position on this matter is what is important. He requested that the vote be recorded.

Trustee Johnston, while understanding the motion and having sympathy for it, felt the Board should not force this on students.

Moved in amendment by Dr. Johnston, seconded by Mrs. Bishop: That the word "include" be replaced by "encouraged" and the words "be encouraged" be added between the words "students" and "view".

Trustees in support of the amendment suggested the original motion is divisive; the amendment promotes good citizenship without mandating such a practice.

Trustees opposed to the amendment offered that it dilutes the motion, makes it more "palatable" and demonstrates the Board cannot take a stand on the issue.

The amendment was put to a recorded vote and was Carried: Those in favour: Trustees Mulholland, Bishop, Gage, Johnston, MacDonald, Hill, Rogers, Darby, Hicks, Cunningham and

Stewart; those opposed: Trustees Johnstone, Orban, Rodgerson and Korz.

In response to a question, Mr. Goodridge noted that his office will share the final determination of the Board on this issue with the schools and encourage the schools to implement the Board's direction. He agreed to provide copies of that communication to all trustees.

The following motion, as amended, was put to a recorded vote and was Carried. Those in favour: Trustees Mulholland, Bishop, Gage, Johnston, MacDonald, Johnstone, Hill, Rogers, Darby, Orban, Hicks, Rodgerson, Cunningham, Korz and Stewart.

That the Hamilton Board of Education encourage the recitation of the Oath of Allegiance in their Opening Exercises daily and that all elementary and secondary students be encouraged to view the flag and recite the current Pledge of Allegiance to Queen Elizabeth and Canada [see below].

I promise
That I will be loyal to her Majesty Queen Elizabeth II and Canada,
That I will honour the flag,
Observe the laws of my country,
And fulfil my duties as a Canadian Citizen
God being my helper.

The Chairman noted that the vote in favour was unanimous.

In pursuance of her Notice of Motion given at the last meeting, it was moved by Ms. Orban, seconded by Mrs. Hill: That every elementary and secondary student be encouraged to demonstrate their respect for Canada by standing and singing the words to "O Canada" during opening or closing exercises, or on other special occasions.

In speaking to the motion and stressing the significance of this direction, Trustee Orban requested a recorded vote.

Trustee Cunningham, in support of the motion, suggested that the words of "O Canada" be incorporated into memory work.

Moved in amendment by Mr. Darby, seconded by Dr. Johnston: That the words "and that trustees lead the way by singing "O Canada" prior to meetings of the full Board" be added to the motion.

Trustee MacDonald noted that the words "and daughters" should be included after the word "sons" in the national anthem.

The amendment was put to a vote and was Carried.

The following motion, as amended, was put to a recorded vote and was Carried. Those in favour: Trustee Bishop, Gage, Johnston, MacDonald, Johnstone, Hill, Rogers, Darby, Orban, Hicks, Rodgerson, Cunningham, Korz and Stewart; those opposed: Trustee Mulholland.

That every elementary and secondary student be encouraged to demonstrate their respect for Canada by standing and singing the words to "O Canada" during opening or closing exercises, or on other special occasions and that trustees lead the way by singing "O Canada" prior to meetings of the full Board.

Trustee Mulholland noted that his vote in opposition was to the motion as amended and not the motion as it was placed on the floor.

The meeting then adjourned.

Adopted as presented.

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Chairman

REPORT OF THE RULES AND REGULATIONS COMMITTEE

Present: Trustees Hill (Chairman), Cunningham, Desmarais, Rodgerson, Rogers and Stewart.

Also Present: Trustees Gage and Mulholland.

Officials Present: D. W. Goodridge (Director of Education and Secretary) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following amendments to the Rules and Regulations of the Board be approved:

(a)Clause 3 (b).

The members of the Board may then proceed to elect one of themselves to be Vice-Chairman and he/she shall preside in the absence of the Chairman. A majority of the votes cast shall be necessary to an election, and in the case of an equality of votes at the election of a Vice-Chairman, the candidates shall draw lots to fill the position of Vice-Chairman.**[NEW]** [Section 208 (7) (8),**[NEW]** The Education Act].

(b)Clause 4.

Immediately following the election of a Chairman, the Board shall appoint the Standing Committees, Statutory Committees and the Special Committee for the year, and from the members of each standing committee, the Board shall elect a Chairman. A majority of the votes cast shall be necessary to an election, and in case of an equality of votes at the election of a Chairman, the candidates shall draw lots to fill the position of Chairman. **[NEW]**

(c)Clause 20.

If both the Chairman and the Secretary [or the representative of the latter – **DELETE**] should be absent at the hour for opening a meeting and there is a quorum in attendance, the members present shall appoint a Chairman and a Secretary pro tem.

(d)Clause 67(p).

If the Secretary [or his/her representative – **DELETE**] shall be absent at the hour for opening a meeting and there is a quorum in attendance, the members present shall appoint a Secretary pro tem.

(e)Clause 68 (b) Third Paragraph

The Identification, Placement and Review Committee shall report to the Board through the [Operations and Finance – **DELETE**] Program **[NEW]** Committee.

(f)Clause 85 (c)

The Identification, Placement and Review Committee shall report to the Board through the [Operations and Finance – **DELETE**] Program **[NEW]** Committee.

Respectfully submitted

Board Room
1995 01 04

S. HILL
Chairman

REPORT OF THE FRENCH LANGUAGE SECTION
THIRD REPORT

Present: Trustees Desmarais (Chairman), Paquin and Patenaude.

Official Present: R. C. Lavoie (Superintendent of Schools, French as a First Language).

The French Language Section recommends:

1. That the following recommendations of the Superintendent of Schools – French as a First Language be approved as presented to the members:

A. STAFFING – Nil

B. OTHER

Trips
That the following trip requests be approved:

a) Georges-P.-Vanier, Grades 9 to OAC, École secondaire catholique St-Charles-Garnier, Whitby, 1995 03 31 and 1995 04 01 (Friday-Saturday).

b) Georges-P.-Vanier, OAC, University of Ottawa, Ottawa, 1995 02 10-12 (Friday-Sunday).

c) Georges-P.-Vanier, Grades 9 to OAC, École secondaire Ste-Marie, New Liskeard, 1995 03 28 (p.m.) to 1995 04 01 (Tuesday-Saturday).

* * * * * * * * * *

2. That the News Release from the Ministry of Education and Training dated 1995 01 06 re Dave Cooke appoints Mediator in negotiations about a new French-Language School in Kingston be received for information.

3. That the letter from the Ministry of Education and Training dated 1994 12 28 declaring April, 1995 Safe Schools Month be received for information.

4. That the Memorandum from the Ontario French Language Trustees' Association (AFCSO) dated 1995 01 10 re Letter from Ontario Parent Council be received for information.

5. That the Memorandum from the Ontario Curriculum Clearinghouse dated 1995 01 17 re Catalogue of Curriculum Materials be received for information.

6. That the Report on the Results of the Grade 9 Reading and Writing Provincial Test 1993-1994 – Georges-P.-Vanier School be received for information.

7. That the Report on the Results of the School Achievement Indicators Program – Reading and Writing be received for information.

8. That the Report on the 1993-1994 Graduates from Georges-P.-Vanier School be received for information.

9. That the Verbal Report on the Report from the Royal Commission on Learning be received for information.

Respectfully submitted

Committee Room
1995 01 31

JEAN DESMARAIS
Chairman

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE
TROISIÈME RAPPORT

Étaient présents: M. Jean Desmarais (président); M. Hubert Paquin (conseiller scolaire), Mme Marie Patenaude (conseillère scolaire).

Administrateur présent: M. R. C. Lavoie (Surintendant des écoles de langue française).

La Section de langue française recommande:

1. que les propositions suivantes du Surintendant des écoles de langue française soient approuvées telles que présentées aux membres.

A. DOTATION EN PERSONNEL – Aucune

B. AUTRE(S)

Voyages

Que les demandes de voyage suivantes soient approuvées:

a) Georges-P.-Vanier, 9e année-CPO, École secondaire catholique St-Charles-Garnier, Whitby, le 31 mars et 1er avril 1995 (vendredi et samedi) – Tournoi franco-ontarien de volleyball.

b) Georges-P.-Vanier, CPO, Université d'Ottawa, Ottawa, les 10, 11 et 12 février 1995 (vendredi, samedi et dimanche) – Tournoi de débats.

c) Georges-P.-Vanier, 9e année-CPO, École secondaire Ste-Marie, New Liskeard, le 28 mars (après les heures de classe) au 1er avril 1995 (mardi à samedi) – Tournoi de hockey.

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2. que le communiqué du ministère de l'Éducation et de la Formation en date du 6 janvier 1995: (Objet: Dave Cooke nomme un médiateur pour les négociations concernant la nouvelle école de langue française à Kingston) soit reçu à titre d'information.

3. que la lettre du ministère de l'Éducation et de la Formation désignant avril 1995 le mois de la sécurité les écoles en date du 28 décembre 1994: (Objet: Sécurité dans les écoles) soit reçue à titre d'information.

4. que la note de service de l'Association française des conseils scolaires de l'Ontario (AFCSO) en date du 10 janvier 1995: (Objet: Correspondance provenant du président du Conseil ontarien des parents (COP) expédiée aux présidences des conseils scolaires) soit reçue à titre d'information.

5. que la note de service de "Ontario Curriculum Clearinghouse" en date du 17 janvier 1995: (Objet: Diffusion du catalogue de matériel didactique) soit reçue à titre d'information.

6. que le rapport des résultats du test provincial de 9e année – Lecture et écriture 1993-1994 – Georges-P.-Vanier soit reçu à titre d'information.

7. que le rapport sur l'évaluation en lecture et écriture menée dans le cadre du programme d'indicateurs du rendement scolaire (P.I.R.S.) soit reçu à titre d'information.

8. que le rapport sur les finissant(e)s de 1993 et 1994 soit reçu à titre d'information.

9. que le rapport verbal sur le contenu du rapport de la Commission royale sur l'éducation soit reçu à titre d'information.

Respectueusement présenté

Salle de comité
le 31 janvier 1995

JEAN DESMARAIS
Président

REPORT OF THE PROGRAM COMMITTEE
THIRD REPORT

Present: Trustees Bishop (Chairman), Gage, Hill, Johnstone, Patenaude and Stewart.

Also Present: Trustees Cunningham, Darby, Johnston, Lowe, Mulholland, Orban, Rodgerson and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent – Administrative and Operational Services), N. Nicholls (Superintendent of Schools – Mountain), M. Quinn (Superintendent of Schools – Lower City) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the Board approve, as per the verbal update, the appointment of the following additional members to the Central Review Committee (Selection of Learning Resources) for the term 1995 01 01 to 1995 12 31:

Geoff Korz, Trustee Representative
Claudia Stockdale, Hamilton Council of Home and School Associations' Representative

2. That the following Report of the Supervised Alternative Learning for Excused Pupils Committee (SALEP) be approved:

(a) That a report be brought back regarding long-term planning for meeting the needs of the students through the SALEP program.

ELEMENTARY/SECONDARY

1. That the Status Report: Issues Facing Female Athletes in Hamilton High Schools be received for information and the following motion approved:

(a) That a yearly report be brought back to the Program Committee indicating progress on the areas recommended for follow up.

2. That the Report on Results for the Provincial Grade 9 Reading and Writing Test, 1993-94 be received for information.

Respectfully submitted

Board Room
1995 02 02

J. BISHOP
Chairman

REPORT OF THE OPERATIONS AND FINANCE COMMITTEE THIRD REPORT

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Gage, Hill, Johnstone, MacDonald, Mulholland, Paquin and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent – Administrative and Operational Services), M. Quinn (Superintendent of Schools – Lower City), N. Nicholls (Superintendent of Schools – Mountain), G. Rutledge (Controller), M. Matier (Assistant Superintendent of Schools – Mountain) and S. Thompson (Assistant Superintendent of Schools -Lower City).

The Committee recommends:

GENERAL

1. That the Verbal Report re Education Centre Parking Lot and Security of all Board Sites be received for information.

2. That the Report on Education Centre Staff Equity Parking be received for information and the following recommendations be approved:

(a) That the Proposal for Education Centre Staff Equity Parking be approved and implemented effective 1995 09 01.

(b) That the Education Centre Staff Equity Parking Proposed Annual Fee of $75.00 for the period commencing 1995 09 01 be approved and implemented effective 1995 09 01.

(c) That the Budget Review Committee Snow Removal letter dated 1986 03 20 be received for information.

3. That the Report re Sharing of Assessment – Status Report on Pooling be received for information.

4. That the correspondence from the City of Hamilton regarding VE Day Celebrations be received for information and the following motion be approved:

(a) That, in recognition of the 50th Anniversary of the end of the hostilities in the European Theatre of Operations, the Hamilton Board of Education support the City of Hamilton's initiative by incorporating the significance of VE day into programs and activities in our elementary and secondary schools on 1995 05 08.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented:

(a) That the following trips requests be approved:

(i) City-Wide Choir Trip, Grades 4-8, Kingston, 1995 04 27-29 (Thursday to Saturday)

(ii) City-Wide Art Trip, Grades 6-8, Camp Kwasind, Huntsville, 1995 06 04-08 (Sunday to Thursday)

(iii) C.B. Stirling, Grades 6-8, Moonstone/Mount St. Louis, 1995 02 14 (Tuesday)

(iv) Chedoke, Grade 8, Mount St. Louis, Barrie, 1995 03 01 (Wednesday)

(v) Memorial, Grades 6-8, Moonstone-Mount St. Louis, Barrie, 1995 02 22 (Wednesday)

(vi) Memorial, Grades 6-8, Horseshoe Valley, Barrie, 1995 02 22 (Wednesday)

(vii) Norwood Park, Grades 6-8, Talisman/Kimberley, Collingwood, 1995 03 03 (Friday)

(viii) Viscount Montgomery, Grades 6-8, Moonstone/Mount St. Louis, Barrie, 1995 03 07 (Tuesday)

(ix) Westview, Grades 6-8, Stratford-on-Avon, Stratford, 1995 05 11 (Thursday)

(x) Westview, Grade 7, Camp Wanakita, Haliburton area, 1995 05 28-31 (Sunday to Wednesday)

(xi) Glendale, Grades 10-OAC, Mount St. Louis, Barrie, 1995 03 07 (Tuesday)

(xii) Scott Park, Grades 9-OAC, Snow Valley/Mount St. Louis, Barrie, 1995 02 28-03 01 (Tuesday to Wednesday)

(xiii) Sherwood, Grades 9-OAC, Stratford-on-Avon, Stratford, 1995 05 10 (Wednesday)

(xiv) Westmount, Grades 11-OAC, Toronto, 1995 02 13-14 (Monday to Tuesday)

(xv) Hill Park, Grades 11-OAC, Italy, 1996 03 7-16 (Thursday to Saturday)

Respectfully submitted

Board Room
1995 02 07

M. CUNNINGHAM
Chairman

REPORT OF THE SALARY COMMITTEE

Present: Trustees Cunningham (Chairman), Lowe, Mulholland, and Stewart.

Officials Present: R. Binns (Superintendent of Human Resources) and D. Russon (Manager, Employee Relations).

The Committee recommends:

GENERAL

1. That the Update relative to the request from the Elementary Branch Affiliates for an extension of their Collective Agreement to 1996 08 31 be received for information.

Respectfully submitted

MARGARET CUNNINGHAM
Chairman

Meeting Room
1995 02 08

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE THIRD REPORT

Present: Trustees Korz (Chairman), Darby, Johnston, Mulholland, Paquin, Rodgerson and Stewart.

Also Present: Trustees Bishop, Cunningham, Desmarais, Gage, MacDonald, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources) and P. Gillie (Superintendent – Administrative and Operational Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That Robert McCann be appointed to the Probationary Staff in the position of Programmer II – Grade 10 (Clerical and Technical Staff), effective 1995 02 20, with salary according to the salary schedule. New Position

2. PERMANENT STAFF APPOINTMENTS – Nil

3. PROMOTIONS – Nil

4. INTERNAL APPOINTMENTS

(a) That Margaret Bennett be appointed to the position of Audio Visual Clerk, .5 – Grade 4 (Clerical and Technical Staff), effective 1995 02 20, with salary according to the salary schedule. Replacement

5. TIMETABLE CHANGES – Nil

6. RETIREMENTS

(a) That the resignations of the following staff for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Dobrila Gajic, Bookkeeper (Clerical and Technical Staff), 1995 02

Jean Kirk, Cleaner (Cleaning Staff), 1995 02 28
Lorraine Kristoff, Accounts Payable Clerk (Clerical and Technical Staff), 1995 05 29
Shirley M. Rogers, Assistant to the Secretary (Administrative Staff), 1995 03 31

7. LEAVING EMPLOYMENT – Nil

8. LEAVES

Leave of Absence

(a) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:

Lisa Anderson (Data Control Clerk, Clerical and Technical Staff), 1995 04 07 to 1995 10 13
Lori DeLuca (Secretary, Clerical and Technical Staff), 1994 08 19 to 1995 02 23 and 1995 03 13 to 1996 03 15.

9. OTHERS – Nil

* * * * * * * * *

2. That the Staffing Report – Full Time Equivalent Positions as of 1995 01 31 be received for information.

3. That the Report on Supply Teacher Usage as of 1994 12 31 be received for information.

ELEMENTARY/SECONDARY

1. That the report regarding Lunchtime Supervision be received for information and the following motion be approved:

(a) That, effective 1995 03 20, an average ratio of 41:1 for lunch-room supervisors be in place.

2. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following staff be appointed to the position stated, effective as shown, with salary according to the salary schedule:

Joanne Pitilli, Library Clerk, .6 (Grade 3, Clerical and Technical Staff), 1995 02 20 Replacement

2. PERMANENT STAFF APPOINTMENTS

(a) That Karen Putman (E) be rehired and appointed to the Permanent Staff, effective 1995 03 01, with salary according to the salary schedule. Replacement

3. PROMOTIONS – Nil

4. INTERNAL APPOINTMENTS – Nil

5. TIMETABLE CHANGES – Nil

6. RETIREMENTS – Nil

7. LEAVING EMPLOYMENT

(a) That the date, 1995 01 27, for Ida Beam, Educational Assistant (Educational and Lunchroom Assistant Staff) to leave the employ of the Board be approved.

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Faith Bland (E), 1995 02 20 to 1995 03 31
Susan K. Mackrory (E), 1995 04 03 to 1995 09 04
Cynthia Norman (E), 1995 02 20 to 1995 08 31
Karen Price (E), 1995 01 02 to 1995 03 24
Barbara Russell Morse (S), 1995 02 20 to 1995 08 31
Edith Schroedter (S), 1995 02 01 to 1995 08 31

(b) That the request of the following staff for a Leave of Absence, effective as shown, be granted:

Elaine Nowell (Student Records Secretary, Secondary School Clerical & Secretarial Staff), 1995 03 27 to 1995 09 29

Leave of Absence – Date Change

(a) That the effective dates of the Leave of Absence granted to Audrey Hensen (E) at a previous meeting be changed to 1994 12 26 to 1995 04 28.

(b) That the effective dates of the Leave of Absence granted to the following staff at a previous meeting be changed as shown:

Anna Ravida-DiFazio (Speech and Language Pathologist, Professional Student Services Personnel), 1995 02 20 to 1995 06 16

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Sharon Dorin (E), 1995 03 06 to 1995 03 17
Sandra Easterbrook-Barna (E), 1995 03 20 to 1995 05 26

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence and assigned teaching duties effective as shown:

Sharon Dorin (E), 1995 03 20
Anita Dunn (E), 1995 01 30
Cynthia Lea (E), 1995 02 28
Mary Legacy (S), 1995 02 01
Jennifer McConnell (S), 1995 02 22

(b) That the following staff be returned from their Leaves of Absence, effective as shown:

Lynn Hicks (Speech and Language Pathologist, Professional Student Services Personnel), 1995 02 01
Cindy Stewart (Student Records Secretary, Secondary School Clerical & Secretarial Staff), 1995 02 06
Diane Watts (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 02 06

9. OTHERS – Nil

Respectfully submitted

Board Room
1995 02 09

G. KORZ
Chairman

MINUTES OF THE SPECIAL IN-CAMERA MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 03 02

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Desmarais, Gage, Hill, Johnston, Johnstone, Mulholland, Orban, Patenaude, Rodgerson and Rogers.

Officials Present: P. Shewfelt (Superintendent of Finance and Treasurer and Secretary Pro Tem) and M. Quinn (Superintendent of Schools - Lower City).

Moved by Mrs. Hill, seconded by Mrs. Bishop: That Paul Shewfelt be nominated Secretary Pro Tem. Carried.

Mr. Shewfelt noted regrets for not attending were received from Trustees Cunningham, Darby, Hicks, Lowe and Paquin.

GENERAL

Moved by Ms. Orban, seconded by Canon Rogers: That the General Part of the Report of the Special In-camera Operations and Finance Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL IN-CAMERA MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Stewart (Chairman Pro Tem), Desmarais, Orban and Rogers.

Also Present: Trustees Bishop, Gage, Hill, Johnston, Johnstone, Mulholland and Patenaude.

Officials Present: P. Shewfelt (Superintendent of Finance and Treasurer and Secretary Pro Tem) and M. Quinn (Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the twenty day suspension of a student within our system be extended until the conclusion of the expulsion hearing by the Board scheduled for 1995 03 20.

Respectfully submitted

R. STEWART
Chairman Pro Tem

Board Room
1995 03 02

MINUTES OF THE SPECIAL IN-CAMERA MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre

The Board met on 1995 03 20 at 18:20 hours.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Johnston, Johnstone, Lowe, Orban, Paquin and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary) and M. Quinn (Superintendent of Schools - Lower City).

The Secretary announced that regrets for not being able to attend this evening's meeting were received from Trustees Hill, Korz, Mulholland, Patenaude and Rodgerson.

GENERAL

Student Expulsion Hearing

The Chairman stated the purpose of this hearing was to consider a recommendation for the expulsion of a student within our system.

The Chairman announced the following people in attendance: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Johnston, Johnstone, Lowe, Orban, Paquin and Rogers; D. Goodridge, Director of Education and Secretary; M. Quinn, Superintendent of Schools - Lower City; the Principal of the School where the student was enrolled; R. Millar as the recording secretary.

Superintendent Quinn reviewed the report from administration which detailed the Board's current Expulsion Policy, the incident and the investigation and process followed by the Superintendent and the Principal. In reviewing the reasons for making the recommendation to expel, Superintendent Quinn confirmed that all requirements under Section 23(3) of the Education Act and the Board's Expulsion Policy had been met. The recommendation for expulsion was then read.

Mr. Quinn confirmed that there has been no response regarding this meeting from the family nor the counsel who might represent the student, adding that notification of the recommendation for expulsion was sent by registered mail to the parents and to the student.

Upon conclusion of the presentation, the Chairman invited questions for clarification.

Mr. Quinn confirmed for Trustee Gage that, while expulsion by definition is "forever", Board policy provides for the student and/or his family to make application for readmission after 6 months.

In response to Trustee Gage's question regarding counselling and alternate forms of education available for an expelled student, Mr. Quinn noted that the community offers a variety of counselling services and the Ministry of Education and Training provides independent study options for students. He confirmed that the student and his family will be informed of the avenues open to them for alternate forms of education.

In ruling Trustee Orban's question out of order, the Chairman reminded the members that the purpose of their questions must be to seek clarification of the information presented.

Mr. Quinn responded in the negative to Trustee Hicks' question whether announcement of the expulsion, if approved tonight, could be delayed until after the courts deal with the charges laid against the student. He emphasized that the authority of the Education Act clearly indicates the Board may act within its own authority separate from any proceedings before a court. The Board's ability to expel is not dependent on any court outcomes.

When questioned, Mr. Quinn noted that the academic/behaviour history of the student forms part of administration's report to the Board. He stressed that this recommendation for expulsion is based on the in-school incident. He added that the expulsion guidelines articulate that coming to and going from school as well as activity on the properties immediately adjacent to a school are now within the purview of the principal.

Mr. Quinn confirmed for Trustee Hicks that the police searched the student for the weapon but not other areas of the school.

The Chairman ruled Trustee Hicks' further question out of order as it invited speculation from the Superintendent and Principal.

As there were no further questions for clarification, the Chairman thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, M. Quinn and the Principal.

After considering the evidence presented, it was

Moved by Miss Cunningham, seconded by Mrs. Johnstone:

That the student be expelled from all schools within the jurisdiction of the Board of Education for the City of Hamilton, effective 1995 03 20.

The Chairman called for further questions.

The Chairman offered to recall the officials to seek further clarification to a Trustee's questions and the following officials returned to the meeting room: D. Goodridge, M. Quinn and the Principal.

Trustee Hicks asked whether the student had the opportunity, time-wise and location-wise, to get rid of the weapon.

Mr. Quinn responded that there was a time delay between the altercation and when the first teacher arrived on the scene. He noted that there were many students in area at that time due to the change in classes.

In response to Trustee Darby's question, Mr. Quinn advised that his investigation satisfied his own query that none of the student witnesses who came forward or who were identified as witnesses had any purpose to serve in making statements about the incident that were not accurate.

The officials and the principal were again requested to retire from the meeting room.

The Chairman ruled Trustee Gage's friendly amendment relative to directing the student to seek therapeutic and educational support out of order.

Following some discussion, the Chairman concurred that the Board's Expulsion Policy directs administration to ensure that the student and family are aware of the alternate forms of education available to them.

As there were no further questions, the Chairman read the motion for expulsion and called for a vote. The motion was voted on and Carried unanimously.

The Chairman asked that the record show that D. Goodridge, M. Quinn and the Principal returned to the meeting room.

The Chairman announced that after hearing all the evidence and giving it careful consideration, the following motion was moved by Miss Cunningham and seconded by Mrs. Johnstone:

"That the student be expelled from all schools within the jurisdiction of the Board of Education for the City of Hamilton, effective 1995 03 20."

The Chairman called for a vote and the motion was Carried.

The meeting then adjourned.

Adopted as presented.

.....

Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 03 21

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and G. Rutledge (Controller).

An in-camera session was held prior to the public meeting. During the consideration of the Report of the Salary Committee, Trustee Darby declared a conflict of interest and stated he would neither debate nor vote and left the Board Room. The action taken regarding the Report of the Salary Committee was subsequently approved at the public meeting which followed.

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee Hill.

A moment of silence was observed in the memory of the late Walter Skoropada, an Educational Assistant, 9 years with the Board.

The Chairman presented the following teachers with an Outstanding Achievement Certificate in recognition of their receiving the Prime Minister's Awards for Teaching Excellence: John Dunn, Doug French, Robert Herd, Dale Howlett, Sandra Della Maestra, Dawn Murray, Lee Raso, Eileen Shannon, Scott Swanston

and Donald Terry. The Awards recognize elementary and secondary teachers who have had a major, proven impact on student performance and interest in science, technology and mathematics.

On behalf of the SEEDS Foundation, Superintendent Gillie presented a certificate to the Chairman in recognition that the Hamilton Board of Education has been designated an Environmental Bronze School Board.

The Chairman then presented a Special Environmental Green Award to Jeff Nichol, former Environmental Consultant, in recognition of his leadership with our Environmental Policy.

Moved by Canon Rogers, seconded by Miss Cunningham: That the minutes of the last regular meeting of 1995 02 16 be adopted as presented. Carried.

The Secretary read a note of thanks for the Board's expressions of sympathy the Skoropada family and then drew the members' attention to the following correspondence: a note of thanks for Senior Management's assistance in the Social Contract from the Office & Professional Employees International Union, Clerical and Technical Unit; a response from Minister of Education and Training regarding the 1994 General Legislative Grants announcement; a response from the Secretary of State, Training and Youth, regarding this Board's concern over the discontinuation of the Work Orientation Workshop (W.O.W.) programs under the Start Initiative; a letter from St. Cecilia School seeking support for an amendment to the by-law regulating adult videos in variety stores and a letter from the Minister of Education and Training re April, 1995 as Safe Schools Month.

Moved by Mr. Korz, seconded by Miss Cunningham: That the correspondence from St. Cecilia School regarding amending the by-law regulating adult videos in variety stores be referred to the Operations and Finance Committee and the remaining correspondence be received and filed. Carried.

Committee reports were presented as follows:
Program Committee - Mrs. Bishop
Operations and Finance Committee - Miss Cunningham
Personnel and Organization Committee - Mr. Korz
Salary Committee - Miss Cunningham

Moved by Mrs. Bishop, seconded by Mrs. Johnstone: That the General Part of the Report of the Program Committee be adopted.

Stating the "Jesus" video does not contain any material which could be associated with indoctrination and that its contents are in keeping with the Ministry of Education and Training's Resource Guide for Education about Religion, Trustee Johnston requested that Clause 1 be voted on separately.

Moved in amendment by Dr. Johnston, seconded by Canon Rogers: That gratis copies of edited version of the video "Jesus" be made available to Principals of Schools who request this cassette and that the appreciation of the Board be expressed to the donor.

Trustee Cunningham questioned the possibility of this setting a precedent for others and Mr. Goodridge noted there is a process in place through which materials must be vetted.

It was suggested that the Program Department be responsible for overseeing distribution of this video.

The amendment was put to a vote and was Carried.

The motion, as amended, was put to a vote and was Carried.

Moved by Miss Cunningham, seconded by Mr. Hicks: That the General Part of the Report of the Operations and Finance Committee be adopted.

Trustee Cunningham requested that Clauses 7 (a), (b) and (c) be voted on separately. In reviewing the history of this issue, she expressed disappointment in the process that brought these recommendations before trustees. Believing the goal of shared busing in a "one bus, one road" mode was implicit in the documents submitted to the Ministry of Education and Training, Trustee Cunningham declined to support the motion.

Trustees speaking in support of the Clause noted the pilot is the initial step towards the goal of "one bus, one road" and will save

this Board $250,000. They observed that further sharing of services are inevitable as a result of both monetary and political pressures.

Speaking against the motion, one Trustee advocated neighbourhood children who play together also travel to school on one bus together.

A recorded vote was requested.

Clauses 7 (a), (b) and (c) were put to a recorded vote and was Carried. Those in favour: Trustees Bishop, Darby, Desmarais, Gage, Johnston, Lowe, Mulholland, Orban, Patenaude, Paquin, Rogers and Stewart; those opposed: Trustees Cunningham, Hicks, Korz, Johnstone, MacDonald and Rodgerson.

The remainder of the Report was put to a vote and was Carried.

Moved by Mr. Korz, seconded by Ms. Orban: That the General Part of the Report of the Personnel and Organization Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mr. Mulholland: That the Report of the Salary Committee be adopted. Carried.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

The Secretary read a letter of appreciation from A. Viola Jr. regarding the Board's support of the Scholastic Liaison Officer and drew the members' attention to the request from G. Whyte, Partners In Action Consultant, regarding the Ministry of Education and Training Draft Document "Information Literacy and Equitable Access".

The Chairman indicated that Ms. Whyte has made provision for four trustees to complete a response sheet regarding this document and asked that interested trustees contact him.

Moved by Miss Cunningham, seconded by Mr. Korz: That the above correspondence be received and filed. Carried.

Moved by Mrs. Bishop, seconded by Dr. Johnston: That the Elementary/Secondary Part of the Report of the Program Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mrs. Bishop: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Miss Cunningham: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted.

Noting that only the Board has three Standing Committees, the word "Standing" was removed from Clause 2.

The motion was put to a vote and was Carried.

Adopted as presented.

.....
Chairman

REPORT OF THE FRENCH LANGUAGE SECTION
FOURTH REPORT

Present: Trustees Desmarais (Chairman), Paquin and Patenaude.

Also Present: Trustees Johnston and MacDonald.

Officials Present: R. C. Lavoie (Superintendent of Schools, French as a First Language) and P. Shewfelt (Superintendent of Finance and Treasurer).

The French Language Section recommends:

1. That the Report on the 1995 Budget Estimates for the French Language Section be received for information.

2. That the following recommendations of the Superintendent of Schools - French as a First Language be approved as presented to the members :

A. STAFFING

1. Probationary Staff Appointment(s) - Nil
2. Permanent Staff Appointment(s) - Nil
3. Promotion(s) - Nil
4. Internal Appointment(s) - Nil
5. Timetable Change(s) - Nil
6. Retirement(s) - Nil
7. Leaving Employment

That the date for the following teachers to leave the employ of the Board, effective 1995 08 31 be approved:

Elena Barbaresso
Natalie Garon
Serge LaRocque
Nathalie Lauzon

8. Leave(s) - Nil

B. OTHER

That the following trip requests be approved:

(a) Georges-P.-Vanier, OAC, École secondaire de la Salle, Ottawa, Ontario, from 1995 03 31-1995 04 02.

(b) Georges-P.-Vanier, Grades 9 to OAC, Temagami Wilderness Centre, Temagami, Ontario, from 1995 05 26 to 1995 05 29.

* * * * * * * * * *

3. That the News Release from the Ministry of Education and Training dated 1995 02 07 re Minister of Education and Training announces New Directions for Ontario School Curriculum be received for information.

4. That the Backgrounder from the Ministry of Education and Training dated 1995 02 07 re Curriculum be received for information.

5. That the News Release from the Ontario Parent Council dated 1995 02 01 and the letter from Halton Roman Catholic School Board dated 1995 02 28 re Ontario Parent Council calls Parents to Action be received for information.

6. That the News Release from the Ministry of Education and Training dated 1995 02 10 re Government makes School Councils Mandatory be received for information.

7. That the letters from The Waterloo Roman Catholic Separate School Board dated 1995 02 15 and The Wellington County Roman Catholic Separate School Board dated 1995 03 01 re Purchase of Services for 1995-1996 School Year be received for information.

8. That the Memorandum from the Ontario French Language Trustees' Association (AFCSO) dated 1995 02 16 re Public Sector's Reaction to the Minister of Education and Training's Announcement be received for information.

9. That the letter from the Canadian Association of French Language Education (ACELF) dated 1995 02 13 re Annual Conference be received for information.

10. That the Memorandum from the Ministry of Education and Training dated 1995 02 22 re Key Components of the 1995 General Legislative Grants be received for information.

11. That the News Release from the Ministry of Education and Training dated 1995 02 17 re Dave Cooke introduces Comprehensive Testing be received for information.

12. That the Verbal Report on Activities and Programs at Georges-P.-Vanier Secondary School be received for information.

13. That the Verbal Report on the follow-up announcements to the Royal Commission on Learning by the Minister of Education and Training be received for information.

Respectfully submitted

Committee Room
1995 03 13

J. DESMARAIS
Chairman

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE QUATRIÈME RAPPORT

Étaient présents : M. Jean Desmarais (président); M. Hubert Paquin (conseiller scolaire), Mme Marie Patenaude (conseillère scolaire).

Aussi présent(e)s: Dr. Johnston (conseiller scolaire), Mme MacDonald (conseillère scolaire).

Administrateurs présents : M. R. C. Lavoie (Surintendant des écoles de langue française), M. P. Shewfelt (Surintendant des finances et Trésorier).

La Section de langue française recommande :

1. que le rapport sur les prévisions budgétaires 1995 de la Section de langue française soit reçu à titre d'information.

2. que les propositions du Surintendant des écoles de langue

française soient approuvées telles que présentées aux membres :

A. DOTATION EN PERSONNEL

1. Nominations du personnel stagiaire - Aucune
2. Nominations du personnel permanent - Aucune
3. Promotions - Aucune
4. Nomination(s) interne(s) - Aucune
5. Changement(s) d'assignation - Aucun
6. Retraite(s) - Aucune
7. Résiliation(s) d'emploi

Que la date de quitter l'emploi du Conseil des enseignant(e)s mentionné(e)s ci-dessous, à partir du 31 août 1995 soit approuvée :

Elena Barbaresso
Natalie Garon
Serge LaRocque
Nathalie Lauzon

8. Congé(s) - Aucun

B.AUTRES

Que les demandes de voyage suivantes soient approuvées :

a) Georges-P.-Vanier, CPO, École secondaire de la Salle, Ottawa, Ontario, à partir du 31 mars jusqu'au 2 avril 1995.

b) Georges-P.-Vanier, 9e année au CPO, Centre de la nature de Temagami, Temagami, Ontario, à partir du 24 mai jusqu'au 29 mai 1995.

* * * * * * * * * *

3. que le communiqué du ministère de l'Éducation et de la Formation en date du 7 février 1995 : (Objet : Le Ministre de l'Éducation et de la Formation annonce de nouvelles orientations pour le programme scolaire de l'Ontario) soit reçu à titre d'information.

4. que les renseignements du ministère de l'Éducation et de

la Formation en date du 7 février 1995: (Objet : Programme d'études commun) soient reçus à titre d'information

5. que le communiqué du Conseil ontarien des parents en date du 1er février 1995 et la lettre du Conseil des écoles catholiques de Halton en date du 28 février 1995 : (Objet : Le Conseil ontarien des parents appelle les parents à l'action) soient reçus à titre d'information.

6. que le communiqué du ministère de l'Éducation et de la Formation en date du 10 février 1995 : (Objet : Le gouvernement rend obligatoire la création de conseils d'école) soit reçu à titre d'information.

7. que les lettres du Conseil catholique de la région de Waterloo en date du 15 février 1995 et du Conseil des écoles séparées catholiques de Wellington en date du 1er mars 1995 : (Objet : Achat de services pour l'année scolaire 1995-1996) soient reçues à titre d'information.

8. que la note de service de l'Association française des conseils scolaires de l'Ontario en date du 16 février 1995 : (Objet : Réaction du secteur public à l'annonce du Ministre de l'Éducation et de la Formation) soit reçue à titre d'information.

9. que la lettre de l'Association canadienne d'éducation en langue française en date du 13 février 1995 : (Objet : Congrès de l'ACELF) soit reçue à titre d'information.

10. que la note de service du ministère de l'Éducation et de la Formation en date du 22 février 1995: (Objet : Points saillants des subventions générales) soit reçue à titre d'information.

11. que le communiqué du ministère de l'Éducation et de la Formation en date du 17 février 1995 : (Objet : Dave Cooke présente l'évaluation pour les élèves de l'Ontario) soit reçu à titre d'information.

12. que le rapport verbal des activités et programmes à l'École secondaire Georges-P.-Vanier soit reçu à titre d'information.

13. que le rapport verbal sur les annonces récentes du

Ministre de l'Éducation et de la Formation soit reçu à titre d'information.

Respectueusement présenté,

JEAN DESMARAIS
Président

Salle de comité
le 13 mars 1995

REPORT OF THE PROGRAM COMMITTEE
FOURTH REPORT

Present: Trustees Bishop (Chairman), Gage, Hill, Johnstone, MacDonald, Patenaude and Stewart.

Also Present: Trustees Desmarais, Johnston, Mulholland, Orban, Rodgerson and Rogers.

Officials Present: E. Bond (Superintendent of Program), P. Shewfelt (Superintendent of Finance and Treasurer), P. Gillie (Superintendent - Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

Clause 1. amended at Board

1. That the verbal Update regarding the "Jesus" video be received for information.

2. That the Report regarding Comprehensive Plan for the System-Wide Implementation of Information Technologies, including Dr. Harry Paikin Library be deferred to the April meeting of the Program Committee.

3. That the correspondence from the Regional Council be received for information and the following recommendation be approved:

(a) That the Report entitled "1994 International Year of the Family (IYF)/Vision 2020" be referred to the Superintendent of Program for a review of the activities outlined in the report that are currently underway in the Hamilton public school system and that, following the review, a written reply be forwarded to Regional Council.

4. That the Annual Report on the Environmental Policy be received for information.

ELEMENTARY/SECONDARY

1. That the verbal Update on Native Education Survey be received for information.

2. That the Video: Mentoring Program - Gibson School be received for information.

Respectfully submitted

J. BISHOP
Chairman

Board Room
1995 03 02

REPORT OF THE OPERATIONS AND FINANCE COMMITTEE FOURTH REPORT

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Johnston, Johnstone, Korz, Mulholland and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent -Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools -Mountain), G. Rutledge (Controller) and M. Matier (Assistant Superintendent of Schools - Mountain).

The Committee recommends:

GENERAL

1. That the Verbal Presentation by Mr. R. Cushing, Regional Assessment Commissioner regarding the Assessment Base be received for information.

2. That the Response from the Officials to the Presentation by Woodview Children's Centre re rental rates be received for information and the following recommendations be approved:

(a) That the Woodview Centre program, while operating within open school facilities, be exempt from the Rental Rate Policy and that a nominal fee of $1.00 per annum be imposed.

(b) That all qualifying Ministry of Education and Training Section 27 treatment facilities accommodated in open schools of the Board be charged a nominal fee of $1.00 per annum.

(c) That any qualifying Ministry of Education and Training Section 27 programs accommodated in closed Board facilities be charged the appropriate operating costs associated with the space provided.

3. That the Report re Education Centre Parking Lot and Security of all Board Sites be received for information and the following recommendations be approved:

(a) That controlled electronic access to the Dundurn Street South service facility at all times, except during the regular Monday to Friday business hours, be approved and implemented by 1995 05 01.

(b) That the installation of mechanical parking gates with electronic card access at the Education Centre parking lot be approved and implemented by 1995 09 01.

(c) That upgrading of the security monitoring equipment in the Education Centre be approved and implemented by 1995 09 01.

(d) That continuous twenty-four hour a day staffing of the security monitoring operation in the Education Centre be approved and implemented by 1995 05 01.

4. That Sir John A. Macdonald Secondary School be granted permission to obtain a liquor licence for its 25th Anniversary celebrations to be held the evenings of 1995 06 02-03.

5. That effective 1995 09 01, the annual fee for trustee parking at the Education Centre be prorated equally amongst all trustees and that the annual travel allowance be adjusted accordingly.

6. That the following Report of the Transportation Committee be approved:

(a) That the verbal update regarding shared occupancy with the Hamilton-Wentworth Roman Catholic Separate School Board be received for information.

7. That the following recommendations from the Report of the Transportation Committee, tabled at a previous meeting, be approved as amended:

(a) That the Board participate in the Joint Transportation Project to implement a computerized routing and scheduling system.

(b) That the Superintendent of Finance and Treasurer proceed to finalize the details of the joint contract.

(c) That an interim report be provided in June, 1995 with a further progress report to be provided in November, 1995.

ELEMENTARY/SECONDARY

1. That the Verbal Update from the Working Group re Kindergarten registration practices be received for information.

2. That the following recommendations of the Director of Education be approved:

(a) That the following trips requests be approved:

(i) Burkholder Drive, Grades 6-8, Camp Arowhon, Algonquin Park, 1995 06 06-09 (Tuesday to Friday)

(ii) G. L. Armstrong, Grade 6, Camp Wanakita, Haliburton area, 1995 05 23-26 (Tuesday to Friday)

(iii) Hess Street, Grades 5-6, Valen's Conservation, Dundas, 1995 06 07-09 (Wednesday to Friday)

(iv) Norwood Park, Grades 7-8, St. Donat, Quebec, 1996 01 07-10 (Sunday to Wednesday)

(v) Queen Victoria/W. H. Ballard/Fernwood Park, Grades 4-5, Teen Ranch, Orangeville, 1995 05 25-26 (Thursday to Friday)

(vi) Westview, Grades 6-8, Mount St. Louis/Moonstone, Barrie, 1995 03 24 (Friday)

(vii) Westview, Grades 7-8, Band Festival, Canada's Wonderland, Toronto, 1995 05 23 (Tuesday)

(viii) Scott Park, Grades 11-OAC History, Sightseeing Historical Sites, Washington, D.C., U.S.A., 1995 04 26-30 (Wednesday to Sunday)

(ix) Sherwood, Grades 9-OAC, Track & Field meet, Mansfield, Ohio, U.S.A., 1995 04 13-15 (Thursday to Saturday)

(x) City Wide, Grades 6-OAC, Black History study, Buffalo, N.Y., 1995 04 26 (Wednesday)

Respectfully submitted

Board Room
1995 03 07

M. CUNNINGHAM
Chairman

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE FOURTH REPORT

Present: Trustees Korz (Chairman), Darby, Johnston, Mulholland, Paquin, Rodgerson and Stewart.

Also Present: Trustees Bishop, Cunningham, Desmarais, Gage, Hicks, Johnstone, Lowe, MacDonald, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), P. Gillie (Superintendent - Administrative and Operational Services), N. Nicholls (Superintendent of Schools - Mountain), M. Quinn (Superintendent of Schools - Lower City), M. Matier (Assistant Superintendent of Schools - Mountain)), S. Thompson (Assistant Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following staff be appointed to the Probationary Staff in the position stated, effective as shown, with salary according to the salary schedule:

Lynn Henschel, Secretary, Staff Development, .5 (Grade 6, Clerical and Technical Staff), 1995 03 22
Contract Compliance

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS - Nil

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) That the resignations of the following staff for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Frank Hore (Cleaner, Cleaning Staff), 1995 02 24
Christina Myke (Cleaner, Cleaning Staff), 1995 06 30
Betty Ross (Cleaner, Cleaning Staff), 1995 06 30
Dolores Thompson (Cleaner, Cleaning Staff), 1995 02 28

(ii) That the resignation of Roberta Tischler, Cleaner (Cleaning Staff) for the purpose of retirement from the position stated, effective 1995 04 28, be accepted with regret.

7. LEAVING EMPLOYMENT - Nil

8. LEAVES

Leave of Absence

(a) That the request of Karyn Hogan, Research Technician (Clerical and Technical Staff) for a Leave of Absence, effective 1995 03 06 to 1995 03 31, be granted.

Return from Leave of Absence

(a) That Karyn Hogan, Research Technician (Clerical and Technical Staff) be returned from a Leave of Absence, effective 1995 02 13.

9. OTHERS - Nil

* * * * * * * *

2. That the Staffing Reports - Full Time Equivalent Positions as of 1994 12 31 (revised) and 1995 02 28 be received for information.

3. That the Report on Supply Teacher Usage as of 1995 01 31 be received for information.

4. That the Reports on Substitute Cleaner/Casual Assistance Usage as of 1994 12 31 and 1995 01 31 be received for information.

5. That the 1994 and 1994-1995 Temporary Assistance Expenditures Reports be received for information.

6. That the Report on Proposed Changes for the Program Department be received for information and the following recommendations approved:

(a) That the proposed changes for the Program Department be approved effective September 1995 subject to budget approval.

(b) That the Program Department be renamed Program Services effective September 1995.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following staff be appointed to the Probationary Educational and Lunchroom Assistant Staff as Educational Assistants, effective as shown, with wage rate according to the Collective Agreement.

Julie Gilbert (Grade 5), 1995 02 07
Karen Woods (Grade 6), 1995 03 01
Contract Compliance

2. PERMANENT STAFF APPOINTMENTS

(a) (i) That the following teachers be transferred to the Permanent Staff, effective as shown, with salary according to the salary schedule:

Bruce Adams (E), 1994 09 06
Melinda Lula (S), 1994 09 06
Janice Kovar (S), 1994 09 06
Victoria Kudrenski (S), 1994 09 06
Athanasia Psarakis (E), 1995 03 24
(Replacements)
2 Elementary
3 Secondary

(ii) That the following teachers be recalled and appointed to the Permanent Staff, effective as shown, with salary according to the salary schedule:

Annette Bodo (E), 1994 09 06
Sandra DiFelice (E), 1995 01 04
Virginia Hewick (E), 1994 09 06
Roseli Pietrantonio (E), 1994 09 06
Bradley Rogers (E), 1994 09 06
Nadine Sands (E), 1994 09 06
Karen Shewfelt (E) .5, 1994 09 06
Tina Sturgess (E) .5, 1994 09 06
(Replacements)
7 F.T.E. - Elementary

(iii) That the following teachers be appointed to the Permanent Staff, effective 1994 09 06, with salary according to the salary schedule:

Jennifer Clayton (E)
Nancy Cooper (E)
Mary Elliot (E)
Lucy Jane Hannaford (S)
Jennifer Kerr (E)
Delores Ruff (S)
Catherine Schnarr (E)
Deborah Smith (E) .5
Elaine Stewart (E)
Kimberley Valletin (E)
Catherine Webster (E) .5
(Replacements)
8 F.T.E. - Elementary
2 F.T.E. - Secondary

3. PROMOTIONS

(a) That Ann MacDonald (S) be appointed to the position of Acting Assistant Head of Department (Guidance), effective 1995 02 01 to 1995 06 30, with salary according to the salary schedule. **(Replacement)**

4. INTERNAL APPOINTMENTS

(a) That the appointment of Anne-Marie Marion (E) to the position of Special Education Consultant, be extended effective 1995 02 01 to 1995 06 30, with salary according to the salary schedule.

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) (i) That the resignations of the following Elementary School Principals, for the purpose of retirement, effective 1995 06 30, be accepted with regret and that the Board's gratuity be paid.

Jack D. Diverty
Wanda E. McLaren

(ii) That the resignation of Braden C. Knowles, Secondary School Principal, for the purpose of retirement, effective 1995 06 30, be accepted with regret and that the Board's gratuity be paid.

(iii) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Brent Ellis (S), 1995 06 30
John Heaslip (S), 1995 06 30
James Kadonaga (S), 1995 06 13
John E. Marion (S), 1995 06 30
Michael C. Sturrock (S), 1995 03 31
James Roy Turner (E), 1995 06 30
Donald M. Ward (E), 1995 09 30
Sandra Zumstein (E), 1995 06 30

(b) That the resignations of the following staff, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Louise Ansell (Secretary, Clerical and Technical Staff), 1995 04 28
Beverley Haslip (Secretary, Clerical and Technical Staff), 1995 06 30

7. LEAVING EMPLOYMENT

(a) That the date of 1995 08 31 for the following teachers to leave the employ of the Board be approved:

Probationary

Lorenzo Binotto (S)
Virginia Brisbin (S)
Carmen Bucci (S)
Paul Guagliano (S)
Tony Guther (S)
Susan Ingram (S)
Jeannine MacIsaac (S)
P. Bruce McLeod (S)
Angela Middaugh (S)
David Ormerod (S)
Kelly Pike (S)
Carl Prentice (S)
Rebecca Southern (S)
Graham Timms (S)
Peter Toth (S)
Janice Tomlinson (E)
Paul Vukosa (S)

1 F.T.E. - Elementary **Teachers -1 Terminated**
10 1/6 F.T.E. - Secondary **Teachers -16 Terminated**
11 1/6 F.T.E. **17 Terminated**

Permanent

Patricia Adam (E)
Tracey Austin (S)
Terrence Beaupre (S)
Annette Bodo (E)
Lisa Brown (E)
Robert Bukvic (S)
Kawong Chung Shipman (E)
Gordon Cillis (S)
Jennifer Clayton (E)
Bruce Cooke (S)
Nancy Cooper (E)
Angelo Costanzo (S)
Leslie Cramer (S)
Sharon Crechiola (E)
Jyoti DeHaan (S)
Sandra Della Maestra (S)

Rita DiCenzo (S)
Sandra DiFelice (E)
Caryl Durst (S)
Elysia Dywan (S)
Mary Elliott (E)
Jeannine Falasca (S)
Donna Fortman (E)
Richard Gallo (S)
Cynthia Goodridge (E)
Denise Hagger (S)
Lucy-Jane Hannaford (S)
Sandra Levy (E)
Melinda Lula (S)
Jeffrey Mackness (S)
Deborah McAlpine (S)
Patricia McEachren (S)
Darlene McIlveen (S)
Heather Moffat (S)
Louise Morissey (S)
Dale Obermeyer (E)
Maria Persichini (S)
Richard Piet (S)
Roseli Pietrantonio (E)
Heinz Plessl (S)
Athanasia Psarakis (E)
Karen Putman (E)
Delores Ruff (S)
Nadine Sands (E)
Lisa Savage (E)
Catherine Schnarr (E)
Karen Shewfelt (E)
Anne Simpson (S)
Deborah Smith (E)
Mark Spera (S)
Pauline Stavnitzky (S)
Elaine Stewart (E)
Tina Sturgess (E)
Donna Talbot (E)
Virginia Hewick (E)
Nancy Hill (E)
Jennifer Holmes-Dzuba (E)
Katherine Joynt (S)
Jennifer Kerr (E)

Janice Kovar (S)
Victoria Kudrenski (S)
Tara Tandan (S)
Steven Toth (S)
Kathryn Tuite (E)
Kimberley Valletin (E)
Beata Vertes (S)
Michelle Visca (S)
Catherine Webster (E)

26.9 F.T.E. - Elementary	**Total Teachers -31 Terminated**
35 F.T.E. - Secondary	**Total Teachers -37 Terminated**
61.9 F.T.E.	**68 Terminated**

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Biljana Arsovic Filice (E), 1995 02 22 (p.m.) to 1995 04 10
Theresa H. Bernhardt (E), 1995 04 18 to 1996 01 05
Janice Boose (E), 1995 03 03 to 1995 11 03
Joni Lee Clark (S), 1994 11 01
Cathy Erb (E), 1995 03 01 to 1995 08 31
(Loretta) Kim Hutt-Taylor (S), 1995 03 22 to 1996 01 31
Teresa Katerberg (E), 1995 05 15 to 1996 08 31
Nancy Niessen (E), 1995 04 24 to 1995 08 18
Lorelei Prevec (E), 1995 03 20 to 1995 11 19
Dale A. Pyke (E), 1995 09 01 to 1996 08 31
Maryellen Rankin (S), 1995 01 06
Lois Tymoshuk (E), 1995 03 29

(b) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:

Joan Dabor (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 03 31 to 1995 10 06
Rosemary Lee (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 01 09 to 1995 07 14

Leave of Absence - "Four Over Five"

(a) (i) That the requests of the following teachers for Leaves of Absence under the Salary Holdback Plan ("Four Over Five") according to the Secondary Collective Agreement, effective as shown, be granted:

Sheila K. Babb [Semester 2 only, 1996-97 school year], 1997 02 01
Louise Creaghan [Semester 2 only, 1995-96 school year], 1996 02 01
Michael Creaghan [Semester 2 only, 1995-96 school year], 1996 02 01
Rosemarie Mechel [Semester 2 only, 1996-97 school year], 1997 02 01

(ii) That the Leave of Absence under the Salary Holdback Plan ("Four Over Five Plan") previously granted to Lorena Koike-Woods and amended at a previous meeting for the 1995-96 school year be rescinded.

Leave Extension

(a) That the request of Flora Tzaras (E) for an extension of her Leave of Absence, effective 1995 03 27 to 1995 05 05, be granted.

(b) That the request of Josephine Falletta, School Social Worker (Professional Student Services Personnel) for an extension of her Leave of Absence, effective 1995 03 06 to 1995 09 04, be granted.

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence and assigned teaching duties effective as shown:

Beth Fitzgerald (E), 1995 03 06
Sylvie Francis (E), 1995 03 20
Katherine Peake (E), 1995 02 20 (.5)
Wendy Reeson (E), 1995 03 06
Mary Jane Stevens (E), 1995 09 01
Wendy Wagg (E), 1995 09 01
Julie A. Warriner (E), 1995 04 07

(b) That Linda Eustace, Bookstore Secretary (Secondary School Clerical and Secretarial Staff), be returned from her Leave of Absence, effective 1995 02 13.

9. OTHERS

(a) That the requests of the following teachers to transfer from the Elementary Panel to the Secondary Panel, effective 1994 09 01, with salary according to the salary schedule be granted:

John Blackmore
Jo-Ann Christian
David Davies
Gladys Toze
Daniel Wallace

(b) We regret to announce the death of Walter Skoropada, Educational Assistant (Educational and Lunchroom Assistant Staff) on 1995 02 27.

* * * * * *

2. That the following motion be referred to the Vice-Principal and Principal Promotion Process [Standing-deleted at Board] Committee and that a report be brought back to the Personnel and Organization Committee in September:

(a) That in view of the changing nature of the role of the Principal, that the Director establish a committee to review the current Promotion Policy and Procedures for Vice-Principals and Principals including the Assessment Centre. The composition of the committee shall include: the Director, Trustees, Senior Management, Principals, Federations, parents, student council and community representatives.

(b) As part of the review, the committee will examine the selection processes used by other boards.

(c) Following the review, the committee will report back to the Personnel and Organization Committee with recommendations by September 1995.

Respectfully submitted

Board Room
1995 03 09

G. KORZ
Chairman

REPORT OF THE SALARY COMMITTEE

Present: Trustees Cunningham (Chairman), Lowe and Mulholland.

Officials Present: D. Russon (Manager, Employee Relations) and G. Grabauskas (Employee Relations Officer).

The Committee recommends:

GENERAL

1. That the Board ratify the Addendum to the Local Social Contract Agreement reached between the Board of Education for the City of Hamilton and the Professional Student Support Services, effective 1994 04 01 to 1995 03 31.

Respectfully submitted

MARGARET CUNNINGHAM
Chairman

Meeting Room
1995 03 21

ADDENDUM TO LOCAL AGREEMENT REACHED BETWEEN THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON AND O.S.S.T.F. PROFESSIONAL STUDENT SERVICES PERSONNEL YEAR 2 OF THE SOCIAL CONTRACT

1. The O.S.S.T.F. Professional Student Services Personnel Bargaining Units shall have one (1) representative designated by the Union to sit on the Employer/Employee Consultation Committee. The Union may have one (1) observer attend the Employer/Employee Consultation Committee at the expense of the Union.

2. The Board and the Union agree to comply with Sections 4.4 to 4.12 inclusive, of the Local Social Contract Agreement.

3. The Employer/Employee Consultation Committee will recommend strategies for restructuring, redeployment and reskilling of employees.

4. The Employer/Employee Consultation Committee will discuss the Union's proposal regarding laid off members of the bargaining unit, who hold teaching qualifications, being given consideration for placement in vacant teaching positions before consideration of persons outside the Board. It is understood that such consideration would be subject to other applicable Collective Agreements and provided the member is qualified for the assignment.

5. Employees appointed to the Employer/Employee Consultation Committee under the Local Social Contract Agreement shall be granted leave, without loss of salary or benefits, to attend meetings.

6. The parties agree pursuant to 5.7(1) of the sub sectoral framework that savings achieved due to attrition and unfilled vacancies, as determined by the Board and in consultation with the Union, occurring on and after April 1, 1994 will be credited first to the member and then any excess credit to the Expenditure Reduction Target of this Bargaining Unit. Attrition credits due to retirements and resignations, where an incumbent is not replaced, are valued at the actual cost of the salaries and insured benefits of the employees leaving the workforce.

7. The parties agree that personal leaves of absence occurring on and after April 1, 1994 and where the incumbent has not been replaced will be credited first to the member and then any excess credit to the Expenditure Reduction Target of this Bargaining Unit.

8. The Board agrees to consider any request for alternative work arrangements and temporary reductions in work time for members of the O.S.S.T.F. Professional Student Services Personnel Bargaining Unit. If approved, the unfilled portion of the vacancy will be credited to the Expenditure Reduction Target to this Bargaining Unit.

9. The parties agree to explore the feasibility of benefit savings that will be applied to the Expenditure Reduction Target of this Bargaining Unit during the period of the Social Contract. Members wishing to remove benefit entitlements during the period of the Social Contract must first discuss their options with the Union. It is understood that the Union will co-ordinate the requests on behalf of the membership.

10. The Board agrees to make the necessary arrangements to implement the early retirement incentive plan through O.M.E.R.S. (Supplementary Plan 7), providing it is of no cost to the Board.

11. TPP Pension savings shall be credited to any member of this unit who is a contributor to TPP. Any excess pension savings will be credited to the Expenditure Reduction Target of this Bargaining Unit.

12. In the event that an amendment is approved to the O.M.E.R.S. legislation which will provide that O.M.E.R.S. absorbs the member and employer contributions for up to 12 unpaid leave days under the Social Contract, the Board agrees that the resulting savings will be credited to the Expenditure Reduction Target of this Bargaining Unit.

13. Salary increases due to promotion/acting promotion of an employee to a different position are not affected by the Social Contract. Job Evaluation and Pay Equity are not affected by the Social Contract.

14. The parties agree that effective September 1, 1994, members of this Bargaining Unit will receive the annual increment and be placed on the salary grid in accordance with their experience.

The members placement on the salary schedule shall be reinstated to the placement that the member would have been if not frozen as of June 13, 1993, prior to the new increment being added.

15. Subject to achieved savings identified in accordance with other provisions contained in this agreement and applied to the Expenditure Reduction Target for this Bargaining Unit, there will be no unpaid leave days for Year 2 of the Social Contract as a result of sufficient permanent savings being transferred from O.S.S.T.F., District 8 T.P.A. and O.S.S.T.F., Office Clerical and Technical bargaining unit to offset the expenditure credit.

16. All cost savings acquired through productivity improvements suggested by this bargaining unit which have been approved by the Board and produce measurable savings shall be applied to the Expenditure Reduction Target of this Bargaining Unit.

17. The Board agrees that any portion of the above deduction not required to meet the Social Contract sub-target in Year 2 shall be credited towards the Year Three sub-target of this bargaining unit.

18. In cases of disputes, section 6.5 of the Local Social Contract shall apply.

19. The parties will renew their attempt to reach agreement annually, in the first 15 days of March, to determine the savings to be applied to the Expenditure Reduction Target of this Bargaining Unit.

20. Copies of the addendum to the Local Social Contract Agreement will be posted in all workplaces.

21. This addendum, and the Local Social Contract Agreement will be effective commencing April 1, 1994 and expiring March 31, 1995.

22. If during the period of the Social Contract the O.S.S.T.F. Professional Student Services Personnel Bargaining Unit has achieved the Expenditure Reduction Target through measures which produce permanent savings, the parties may recommence free collective bargaining.

Dated at Hamilton this 18th day of January, 1995

ON BEHALF OF THE UNION

_____

_____

ON BEHALF OF THE BOARD

_____

_____

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 03 30

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgerson and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), N. Nicholls (Superintendent of Schools - Mountain), M. Quinn (Superintendent of Schools -Lower City), R. Lavoie (Superintendent of Schools - French as a First Language) S. Thompson (Assistant Superintendent of Schools - Lower City) and G. Rutledge (Controller).

The Secretary noted that regrets for being unable to attend were received from Trustee Desmarais.

The Chairman announced the purpose of this meeting was to consider the Reports of the Special Meetings of the Operations and Finance Committee and the French Langauge Section relative to the adoption of the 1995 budget estimates.

Noting it was 22:30 hours and citing Rule 8 of the Board's Rules and Regulations, the Chairman advised that a two-thirds majority vote was required to continue the meeting.

Trustee Korz challenged the Chair's ruling and it was Lost.

The Chairman called for and did not receive the necessary two-thirds majority vote to continue with the meeting.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 04 03

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) S. Thompson (Assistant Superintendent of Schools, Lower City) and G. Rutledge (Controller).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Gage and Patenaude.

The Chairman announced the purpose of this meeting was to consider the Reports of the Special Meetings of the Operations and Finance Committee and the French Langauge Section relative to the adoption of the 1995 budget estimates.

GENERAL

Moved by Miss Cunningham, seconded by Mr. Korz: That the General Part of the Report of the Special Meeting of the Operations and Finance Committee be adopted.

Trustee Bishop requested that Clause 1. be voted on separately.

Clause 1. was put to a vote and was Carried.

Citing an announcement by MPP Christopherson in the 1995 04 01 edition of the Spectator, Trustee Hicks sought clarification about the $4.7 million in provincial funds identified with the Hamilton Board of Education.

Mr. Goodridge advised that attempts to clarify this information have not been successful and that he has received no information from the Ministry of Education and Training about the amount or its designation, i.e. COIW, infrastructure, Capital Expenditure Forecast, etc. He agreed to pursue this issue with the Ministry and advise the Chairman and trustees.

In the belief that the best decisions require time and concrete information, it was moved in amendment by Mr. Darby, seconded by Mrs. Lowe: That the 1995 budget be referred back to a Special Meeting of the Operations and Finance Committee.

Supportive of the referral, Trustee Cunningham asked that the Superintendents of Schools provide an opportunity for principals to have input into where money can be saved without harming the system. As Chairman of the Operations and Finance Committee, she suggested the Chairman consider a meeting on Wednesday evening.

Trustee Mulholland opposed the amendment, stating the only decision needed to be made tonight was a Mill Rate percentage.

The following total differentials were clarified relative to possible Mill Rate percentages:
n2.8% - 3.5% - $1 million
n2.8% and 4.1% - approximately $2 million.

The Chairman clarified that this motion for referral is based on the potential for new information and does not consider City Hall timelines.

A recorded vote was requested. The motion was put to a vote and was Carried. Trustees voting in favour: Trustees Bishop, Cunningham, Darby, Desmarais, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Orban, Paquin, Rodgerson, Rogers and Stewart; those opposed: Trustee Mulholland.

The Chairman ruled Trustee Johnston's motion that the meeting be scheduled following the Program Committee on Thursday, 1995 04 06 out of order, noting it is the Chairman's prerogative to set meetings. The Chairman advised that the Special Meeting of the Operations and Finance Committee is tentatively scheduled for Wednesday, 1995 04 05.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Gage, Hill, Johnston, Johnstone, Korz, MacDonald, Mulholland, Paquin, Patenaude and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent - Administrative and Operational Services), N. Nicholls (Superintendent of Schools - Mountain), M. Quinn (Superintendent of Schools - Lower City), R. Lavoie (Superintendent of Schools - French as a First Language), S. Thompson (Assistant Superintendent of Schools - Lower City) and G. Rutledge (Controller).

The Committee recommends:

GENERAL

1. That, in response to the memorandum dated 1995 02 14 regarding Child Care Centres from the Ministry of Education and Training, the Board of Education for the City of Hamilton request funding from the Ministries of Education and Training and Community and Social Services to finance the construction of two child care centres located at the existing cites of Centennial and Queen Mary Schools at no cost to this Board.

1995 Budget (Clause 2 General; Clauses 1 and 2 Elementary Secondary) referred back to a Special Meeting of the Operations and Finance Committee at the 1995 04 03 Special Meeting of the Board.

*2. That Lines 1 and 2 of General Business of the 1995 Budget in the amount of $32,208,980 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

ELEMENTARY/SECONDARY

*1. That Lines 1 and 2 of Elementary/Secondary Business of the 1995 Budget in the amount of $185,029,064 be approved and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

*2. That Lines 3 to 20 of Elementary/Secondary Business of the 1995 Budget in the amount of $10,679,716 be approved and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

Respectfully submitted

Board Room
1995 03 30

MARGARET CUNNINGHAM
Chairman

REPORT OF THE SPECIAL MEETING OF THE FRENCH LANGUAGE SECTION

Present: Trustees Paquin (Chairman Pro Tem) and Patenaude.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Lavoie (Superintendent of Schools - French as a First Language), P. Shewfelt (Superintendent of Finance and Treasurer), G. Rutledge (Controller), L. Veerman (Budget Manager) and M. Newman (Budget Analyst).

The Section recommends:

1995 Budget referred back to a Special Meeting of the Operations and Finance Committee at the 1995 04 03 Special Meeting of the Board.

1. That Lines 1 and 2 of the 1995 Budget, French Language Section, in the amount of $2,672,044 be approved and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

2. That Lines 3 to 20 of the 1995 Budget, French Language Section, in the amount of $381,156 be approved and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

Respectfully submitted

H. PAQUIN
Chairman Pro-Tem

Meeting Room
1995 03 30

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 04 05

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), R. Lavoie (Superintendent of Schools, French as a First Language), M. Matier (Assistant Superintendent of Schools, Mountain) and G. Rutledge (Controller).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee Patenaude.

Moved by Mr. Korz, seconded by Mrs. Rodgerson: That the Board continue to meet past 23:00 hours. Carried.

GENERAL

Moved by Miss Cunningham, seconded by Mrs. Bishop: That the General Part of the Report of the Special Meeting of the Operations and Finance Committee be adopted.

The Chairman noted that the Clauses would be voted on separately and Trustee Korz requested a recorded vote.

Clause 1. (a) was put to a vote and was Carried. Those in favour: Trustees Mulholland, Bishop, Gage, Johnston, MacDonald, Hill, Rogers, Darby, Lowe, Orban, Hicks, Paquin, Desmarais, Cunningham and Stewart; those opposed: Trustees Johnstone, Rodgerson and Korz.

As the Chairman called for a vote on Clause 2, Trustees Korz, Rodgerson and Johnstone each requested that, in lieu of recorded votes, they be recorded as voting in opposition on all clauses related to the 1995 budget.

Clause 1. (b). was put to a vote and was Carried. Trustees Johnstone, Rodgerson and Korz voted in opposition.

FRENCH LANGUAGE SECTION

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the Report of the Special Meeting of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the Elementary/Secondary Part of the Report of the Special Meeting of the Operations and Finance Committee be adopted.

The Chairman noted that the Clauses would be voted on separately.

Trustees Rogers, Darby and Hill each declared a conflict of interest and stated they would neither debate nor vote on Clause 1 (a).

Clause 1. (a) was put to a vote and was Carried. Trustees Johnstone, Rodgerson and Korz voted in opposition.

Clause 1 (b) was put to a vote and was Carried. Trustees Johnstone, Rodgerson and Korz voted in opposition.

The Chairman concluded the meeting by noting the adoption of the 1995 budget estimates represents a 3.8% increase on the mill rate. Emphasizing the difficulty of the budget process this year, he thanked everyone for the time and effort spent during these deliberations.

The meeting then adjourned.

Adopted as presented.

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Chairman

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Lowe, Orban, Rogers and Stewart

Also Present: Trustees Bishop, Darby, Gage, Hill, Johnston, Johnstone, Korz, MacDonald, Mulholland, Paquin and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent - Administrative and Operational Services), N. Nicholls (Superintendent of Schools - Mountain), M. Quinn (Superintendent of Schools - Lower City), R. Lavoie (Superintendent of Schools - French as a First Language), M. Matier (Assistant Superintendent of Schools - Mountain), S. Thompson (Assistant Superintendent of Schools - Lower City) and G. Rutledge (Controller).

The Committee recommends:

GENERAL

1. That the following amounts, reflecting a 3.9% increase on the mill rate for the 1995 Budget, be approved:

(a) That Lines 1 and 2 of General Business of the 1995 Budget in the amount of $32,208,980 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

(b) That Lines 3 to 20 of General Business of the 1995 Budget in the amount of $28,187,154 be approved and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

ELEMENTARY/SECONDARY

1. That the following amounts, reflecting a 3.9% increase on the mill rate for the 1995 Budget, be approved:

(a) That Lines 1 and 2 of Elementary/Secondary Business of the 1995 Budget in the amount of $185,029,064 be approved and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

(b) That Lines 3 to 20 of Elementary/Secondary Business of the 1995 Budget in the amount of $10,679,716 be approved and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

Respectfully submitted

Board Room
1995 04 05

MARGARET CUNNINGHAM
Chairman

REPORT OF THE SPECIAL MEETING OF THE FRENCH LANGUAGE SECTION

Present: Trustees Paquin (Chairman Pro Tem) and Patenaude.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Lavoie (Superintendent of Schools - French as a First Language), P. Shewfelt (Superintendent of Finance and Treasurer), G. Rutledge (Controller), L. Veerman (Budget Manager) and M. Newman (Budget Analyst).

The Section recommends:

1. That Lines 1 and 2 of the 1995 Budget, French Language Section, in the amount of $2,672,044 be approved and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

2. That Lines 3 to 20 of the 1995 Budget, French Language Section, in the amount of $381,156 be approved and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

Respectfully submitted

H. PAQUIN
Chairman Pro-Tem

Meeting Room
1995 03 30

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 04 20

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Johnston, Johnstone, Korz, MacDonald, Mulholland, Orban and Rodgerson.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Hicks, Hill, Lowe, Paquin, Patenaude and Rogers.

A moment of silence was observed in the memory of the late Linda McRae, an employee of 18 years with the Board.

At Trustee MacDonald's request, a moment of silence was held for victims of the Oklahoma City bombing disaster.

Moved by Dr. Johnston, seconded by Miss Cunningham: That the minutes of the last regular meeting of 1995 03 21 and special meetings of 1995 03 02, 1995 03 20, 1995 03 30, 1995 04 03 and 1995 04 05 be adopted as presented. Carried.

The Secretary drew the members' attention to the response to the Board's concerns regarding the scheduling of Pay Equity hearings from the Pay Equity Hearings Tribunal and a letter from the Gourley Neighbourhood Park Committee requesting permission for further development on the James MacDonald School site.

Moved by Mrs. Rodgerson, seconded by Mr. Korz: That the letter from the Gourley Neighbourhood Park Committee be referred to the Operations and Finance Committee and that the remaining correspondence be received and filed. Carried.

Committee reports were presented as follows:

Program Committee - Mrs. Bishop
Operations and Finance Committee - Miss Cunningham
Personnel and Organization Committee - Mr. Korz

Moved by Mrs. Bishop, seconded by Mr. Gage: That the General Part of the Report of the Program Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Ms. Orban: That the General Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Miss Cunningham: That the General Part of the Report of the Personnel and Organization Committee be adopted. Carried.

FRENCH LANGUAGE SECTION

Trustee Desmarais reported that the French Language Section did not hold its regular meeting in April.

ELEMENTARY/SECONDARY

Moved by Mrs. Bishop, seconded by Dr. Johnston: That the Elementary/Secondary Part of the Report of the Program Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mrs. Rodgerson: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Ms. Orban: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted.

When Trustee Mulholland indicated he wished to make an amendment relative to Clause 2. (a), the Chairman ruled this would be dealt with in-camera.

The Report, excluding Clause 2. (a), was put to a vote and was Carried.

The Board then met in-camera and the public session reconvened at 21:45 hours.

The Chairman announced that Clause 2. (a) had been amended to include the following names: Douglas Baker, Dave Rogers and Lorrie Ann Wannamaker.

Clause 2. (a), as amended, was put to a vote and was Carried.

The meeting then adjourned.

Adopted as presented.

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Chairman

REPORT OF THE PROGRAM COMMITTEE
FIFTH REPORT

Present: Trustees Bishop (Chairman), Gage, Johnstone and Stewart.

Also Present: Trustees Cunningham, Johnston, Mulholland, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent - Administrative and Operational Services) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the Report regarding Implementation Plan for "Magnet" programs and courses be deferred to the May meeting of the Program Committee.

2. That the verbal Report re Partnerships with Ministries of Community and Social Services and Health re Essential Services for Needy and High-Risk Students be received for information.

3. That the Report on the Plan for the System-Wide Implementation of Information Technologies be received for information and the following recommendation approved:

(a) That an Information Technologies Steering Committee composed of the Director, trustees, senior officials, school administrators, federation, parent and community representatives be established by May, 1995 to direct the system-wide implementation of information technologies and report back to the Program Committee by January, 1996.

4. That the Adult and Continuing Education 1994 Annual Report be received for information.

5. That the Report on the Alternative Co-op Education Pilot Project, a joint pilot project between Amity Goodwill Industries, The Board of Education for the City of Hamilton and Vocational Rehabilitation Services, be received for information.

ELEMENTARY/SECONDARY

1. That the Report re Native Studies Survey be received for information and the following recommendations approved:

(a) That an identification process be undertaken to determine the schools in which pilot programs will be located.

(b) That public information meetings be scheduled related to First Nations Language pilot programs.

(c) That a determination be made as to the availability of appropriate First Nations Language curriculum.

(d) That a determination be made as to the financial implications of the establishment of First Nations Language pilot programs.

(e) That a report be brought back to the Program Committee in May, 1995.

Respectfully submitted

J. BISHOP
Chairman

Board Room
1995 04 06

REPORT OF THE OPERATIONS AND FINANCE COMMITTEE FIFTH REPORT

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Gage, Johnston, Johnstone, MacDonald, Mulholland and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent -Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools -Mountain), G. Rutledge (Controller), M. Matier (Assistant Superintendent of Schools - Mountain), S. Thompson (Assistant Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent - Program).

The Committee recommends:

GENERAL

1. That the Response from the Officials to the presentation by the SHAIR International Resource Centre Youth Group re their opposition to the selling of PepsiCo products in local schools be received for information and the following recommendation approved:

a) That where possible alternatives be available to students and staff.

2. That the following recommendation of the Director of Education be approved:

(a) That up to twelve students, one from each composite secondary school, be permitted to attend a Business Education Student Leadership Conference in Bolton, Ontario, 1995 05 09-10 (Tuesday to Wednesday).

3. That the 1994 Annual Audited Financial Statements for the Board of Education for the City of Hamilton be approved.

4. That the 1994 Annual Audited Financial Statements for the Board of Education for the City of Hamilton Foundation be received for information.

5. That the Report regarding the Line of Credit be received for information.

6. That the Update re the Educational Purchasing Group, Hamilton-Wentworth District be received for information and a progress report be presented in the Fall of 1995.

7. That the Report of the Sesquicentennial Committee be approved.

8. That the Correspondence from St. Cecilia School, Hamilton-Wentworth Roman Catholic Separate School Board re by-law amendment regulating adult videos be received for information and that the Chairman of the Board send a letter of support.

9. That Delta Secondary School be granted permission to obtain a liquor licence for its Class of 1975 20th Anniversary celebrations to be held the evening of 1995 07 15.

10. That the Update re FreeNet be received for information.

11. That the following Report of the Special Education Advisory Committee be referred back to the Committee for clarification:

a) That, as concern has been expressed about the limited number of children who have short term disabilities who are unable to get to school and realizing the Board has limited resources, the Special Education Advisory Committee requests the Board look at a more flexible approach to this matter.

ELEMENTARY/SECONDARY

1. That no further action be taken at this time with respect to Board funded non-mandated swim programs.

REPORT OF THE OPERATIONS AND FINANCE COMMITTEE FIFTH REPORT

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Gage, Johnston, Johnstone, MacDonald, Mulholland and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent -Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools -Mountain), G. Rutledge (Controller), M. Matier (Assistant Superintendent of Schools - Mountain), S. Thompson (Assistant Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent - Program).

The Committee recommends:

GENERAL

1. That the Response from the Officials to the presentation by the SHAIR International Resource Centre Youth Group re their opposition to the selling of PepsiCo products in local schools be received for information and the following recommendation approved:

a) That where possible alternatives be available to students and staff.

2. That the following recommendation of the Director of Education be approved:

(a) That up to twelve students, one from each composite secondary school, be permitted to attend a Business Education Student Leadership Conference in Bolton, Ontario, 1995 05 09-10 (Tuesday to Wednesday).

3. That the 1994 Annual Audited Financial Statements for the Board of Education for the City of Hamilton be approved.

4. That the 1994 Annual Audited Financial Statements for the Board of Education for the City of Hamilton Foundation be received for information.

5. That the Report regarding the Line of Credit be received for information.

6. That the Update re the Educational Purchasing Group, Hamilton-Wentworth District be received for information and a progress report be presented in the Fall of 1995.

7. That the Report of the Sesquicentennial Committee be approved.

8. That the Correspondence from St. Cecilia School, Hamilton-Wentworth Roman Catholic Separate School Board re by-law amendment regulating adult videos be received for information and that the Chairman of the Board send a letter of support.

9. That Delta Secondary School be granted permission to obtain a liquor licence for its Class of 1975 20th Anniversary celebrations to be held the evening of 1995 07 15.

10. That the Update re FreeNet be received for information.

11. That the following Report of the Special Education Advisory Committee be referred back to the Committee for clarification:

a) That, as concern has been expressed about the limited number of children who have short term disabilities who are unable to get to school and realizing the Board has limited resources, the Special Education Advisory Committee requests the Board look at a more flexible approach to this matter.

ELEMENTARY/SECONDARY

1. That no further action be taken at this time with respect to Board funded non-mandated swim programs.

2. That the following recommendations of the Director of Education be approved:

(a) That the following trips requests be approved:

(i) Burkholder Drive, Grade 8, Band Festival, Canada's Wonderland, Toronto, 1995 06 05 (Monday)

(ii) Cardinal Heights, Grade 6, Stratford Festival, Stratford, 1995 05 15 (Monday)

(iii) Cardinal Heights, Grades 6-8 SLD, Geological Study of Bruce Peninsula National Park, Tobermory, 1995 06 14-16 (Wednesday to Friday)

(iv) Dalewood, Grades 6-8, Stratford Festival, Stratford, 1995 05 08 (Monday)

(v) Highview, Grade 8, Camp Kilcoo, Haliburton area, 1995 05 30 - 06 03 (Tuesday to Saturday)

(vi) Highview, Special Education students, Camping trip, York, 1995 06 08-09 (Thursday to Friday)

(vii) Lawfield, Grade 8, Band Festival, Canada's Wonderland, Toronto, 1995 05 25 (Thursday)

(viii) Norwood Park, Grades 7-8, Band Festival, Canada's Wonderland, Toronto, 1995 06 15 (Thursday)

(ix) Viscount Montgomery, Grade 8, Camp Kilcoo, Haliburton area, 1995 05 23-27 (Tuesday to Saturday)

(x) Viscount Montgomery, Grade 8, Camping with Forest Glen School, Owen Sound, 1995 06 20-23 (Tuesday to Friday)

(xi) Westview, Grade 8, Sightseeing Canada's Capital, Ottawa, 1995 06 13-16 (Tuesday to Friday)

(xii) Barton, OAC, Stratford Festival, Stratford, 1995 05 25 (Thursday)

(xiii) Sherwood, Grades 9-OAC, Track and Field Meet, London, 1995 04 25 (Tuesday)

(xiv) Sir Allan MacNab, Grades 9-OAC, Track and Field Meet, Brockville, 1995 05 05-06 (Friday to Saturday)

(xv) Sir John A. Macdonald, Grades 9-OAC, Track and Field Meet, Petrolia, 1995 04 25 (Tuesday) [rain date 1995 04 26]

(xvi) Sir Winston Churchill, Grades 9-OAC, Band trip, Montreal, 1995 05 05-07 (Friday to Sunday)

(xvii) Westdale, Grades 10-OAC, Stratford Festival, Stratford, 1995 09 12 (Tuesday)

(xviii) Westmount, Grades 9-OAC, Track and Field Meet, Mansfield, Ohio, U.S.A., 1995 04 13-15 (Thursday to Saturday)

(xix) Westmount, Grades 9-OAC, Track and Field Meet, Brockville, 1995 05 05-06 (Friday to Saturday)

(xx) Westmount, Grades 9-OAC, Queen's Park, Toronto, 1995 05 25-26 (Thursday to Friday)

(xxi) City-wide Senior History Field Trip, Grades 12-OAC, New York City, New York, U.S.A., 1995 11 15-18 (Wednesday to Saturday)

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 04 11

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE FIFTH REPORT

Present: Trustees Korz (Chairman), Darby, Mulholland, Paquin, Rodgerson and Stewart.

Also Present: Trustees Bishop, Cunningham, Desmarais, Hill, Johnstone and Orban.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), N. Nicholls (Superintendent of Schools - Mountain), F. Cooke (Assistant Superintendent of Program), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools -Lower City).

The Committee recommends:

GENERAL

1. That the Report re the Implementation Plan for the Board's Anti-racism and Ethnocultural Equity Policy be received for information and the following recommendation approved:

(a) That the implementation plan be approved.

2. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following staff be appointed to the Probationary Staff in the position stated, effective as shown, with salary according to the salary schedule:

Marie Brown, I.P.R.C. Clerk, Special Education, .5, Program Department (Grade 4, Clerical and Technical Staff), 1995 04 24 **(Replacement)**

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS

(a) That Debbie Pocha be promoted to the position of Section Leader, Mailroom, Administrative and Operational Services (Grade 6, Clerical and Technical Staff), effective 1995 03 22, with salary according to the salary schedule. **(Replacement)**

4. INTERNAL APPOINTMENTS

(a) That the following staff be appointed to the position stated, effective as shown, with salary according to the salary schedule:

Diane Childerley, Senior Switchboard Operator, Administrative and Operational Services (Grade 4, Clerical and Technical Staff), 1995 04 24 **(Replacement)**

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) That the resignations of the following staff for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Ann Graham (Cleaner, Cleaning Staff), 1995 05 31
Irene Hamilton (Cleaner, Cleaning Staff), 1995 03 31
Fred Matthews (Caretaker, Caretaking and Maintenance Staff), 1995 06 30
Roy Robson (Caretaker, Caretaking and Maintenance Staff), 1995 05 31

7. LEAVING EMPLOYMENT

(a) That the date, 1995 03 17, for Lynda Drennan, Buyer (Clerical and Technical Staff) to leave the employ of the Board be approved.

8. LEAVES

Leave of Absence

(a) That the request of Denise Dawson, Special Projects & Audit Assistant, Assessment (Clerical and Technical Staff) for a Leave of Absence, effective 1995 03 06 to 1995 06 30, be granted.

Return from Leave of Absence

(a) That the following staff be returned from their Leaves of Absence, effective as shown:

Karyn Hogan, Research Librarian (Clerical and Technical Staff), 1995 04 03
Zora Milanovic, Secretary, Research Services (Clerical and Technical Staff), 1995 03 06

9. OTHERS - Nil

* * * * * * * * *

3. That the Staffing Report - Full Time Equivalent Positions as of 1995 03 31 be received for information.

4. That the Report on Supply Teacher Usage as of 1995 02 28 be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That Sonia D'Aurelio (E), be re-appointed to the Probationary Staff, effective 1994 09 06, with salary according to the salary schedule. **(Replacement)**

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS

(a) That the following staff be appointed to the term position of Project Team Leader (Co-ordinator), effective 1995 09 01, with salary according to the salary schedule. The duration of the term is to be determined.

Robert Chapman (S)
Lesley Cordero (S)
Douglas Dunford (E)
Stella Green-Gibson (E)
Katherine Hibbins (S)
Shelagh Simpson (E)

4. INTERNAL APPOINTMENTS

(b) That Cathy Paonessa be appointed to the position of Second Secretary, (.5) (Grade 4, Clerical and Technical Staff), effective 1995 04 24, with salary according to the salary schedule.

5. TIMETABLE CHANGES

(a) That the timetable of Frances Elliot (E) be increased from .5 to 1.0, effective 1995 04 10 to 1995 08 31, with salary according to the salary schedule. **(Contract Compliance)**

6. RETIREMENTS

(a) (i) That the resignations of the following Elementary School Principals, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid.

Orval A. Burlanyette, 1995 06 30
Paul Dear, 1995 06 30
Larry G. Evans, 1995 10 31

(ii) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Doris Babiski (E), 1995 06 30
Irene Biro (S), 1995 06 30
A. Raymond Book (E), 1995 06 30
Lee deSoto (S), 1995 06 30
Arthur Fairley (S), 1995 06 30
Rose M. Gatecliffe (E), 1995 05 05
Nellie Montgomery (E), 1995 06 30
Joan Nasby (E), 1995 06 30
Alison Preece (E), 1995 07 31
James E. Rogers (S), 1995 06 30
Matthew O. Sween (S), 1995 06 30
Sofia Tanglao (E), 1995 06 30
David G. Zadvorny (S), 1995 06 30

(iii) That the resignation of Linda A. McIntosh (E), for the purpose of retirement, effective 1995 06 30, be accepted with regret.

(b) That the resignations of the following staff, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

June Byrne (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 06 30
Mary Jojic (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 06 30
Kathleen Reeve (Senior Secretary, Secondary School Clerical & Secretarial Staff), 1995 04 30
Barbara Smith (Library Secretary, Clerical and Technical Staff), 1995 06 30

7. LEAVING EMPLOYMENT

(a) That the dates for the following teachers to leave the employ of the Board be approved:

Alexandra Aziz (S), 1995 04 20 **(1 Secondary Resignation)**
Sonia D'Aurelio (E), 1995 08 31 **(1 Elementary Termination)**

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Kathryn Clemett (E), 1995 05 15 to 1996 01 03
Heather S. Lewis (S), 1995 04 18 to 1995 12 15
Janet L. Ross (S), 1995 04 18 to 1995 08 14
Linda Schultz (E), 1995 05 15 to 1996 01 12
Pauline Stavnitzky (S), 1995 05 15 to 1995 08 31

(b) That the request of Barbara Vandyk, Educational Assistant (Educational and Lunchroom Assistant Staff), for a Leave of Absence, effective 1995 04 03 to 1995 06 02, be granted.

Leave of Absence - Date Change

(a) That the effective dates of the Leaves of Absence granted to the following teachers at a previous meeting be changed to:

Nancy Niessen (E), 1995 04 20 to 1995 12 21
Linda M. Rempel (E), 1995 03 27 to 1995 09 29

Secondment

(a) That the request of Ontario Agri-Food Education Inc. for an extension of the secondment of Bruce Quinn (E) for the position of Agri-Food Consultant, effective 1995 09 01 to 1996 08 31, be granted.

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Gail Andrews (E), 1995 09 01
Biljana Arsovic Filice (E), 1995 04 11 to 1995 08 31
Lyn Baillie (S), 1995 09 01 to 1996 08 31
Sandra Bowman (S), 1995 09 01 to 1996 08 31
Helen Brown (E), 1995 09 01 to 1996 08 31
Kim Compton (E), 1995 09 01 to 1996 08 31
Joyce Cooper (E), 1995 09 01
Dale Cornish (E), 1995 09 01 to 1996 08 31
Linda I. Geddes (E), 1995 05 01 to 1995 08 31
David S. Hamilton (E), 1995 09 01
Audrey Hensen (E), 1995 04 24 to 1995 08 31
Donna Kehoe (E), 1995 09 01 to 1996 08 31
Kelly Kowalchuk (E), 1995 09 01 to 1996 08 31
Sarah Lindsay (E), 1995 09 01 to 1995 12 31
Wilmagale A. Morrison (E), 1995 09 01
George Omorean (S), 1995 09 01 to 1996 08 31
S. Elaine Pilgrim-Susi (E), 1995 05 04 to 1995 08 31
Norval D. Redpath (E), 1995 09 01
Edith Schroedter (S), 1995 09 01 to 1996 01 31
Lori Seibel (E), 1995 04 03 to 1995 04 28
Racheline Seidelman (E), 1995 09 01 to 1996 08 31
Loren Serafini (E), 1995 09 01 to 1996 08 31
Marjorie Steele (E), 1995 09 01 to 1996 08 31
Patricia Taylor (E), 1995 09 01 to 1996 08 31
Robert Van Wyck (E), 1995 09 01 to 1996 08 31
Anne-Marie Wilson (S), 1995 09 01 to 1996 08 31

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence and assigned teaching duties, effective as shown:

Linda Arndt (S), 1995 09 01 (4/6)
Biljana Arsovic Filice (E), 1995 09 01
Sabine Atkins (E), 1995 05 29
Andrea Bradshaw (E), 1995 03 27
Donna Calder (E), 1995 09 01
Julie Capretta (E), 1995 09 01
Paula Friend (E), 1995 03 13
Linda I. Geddes (E), 1995 09 01
Audrey Hensen (E), 1995 09 01
Kathryn Kohler (E), 1995 05 01
Lorena Koike-Woods (E), 1995 04 03
Paul Lewis (E), 1995 09 01
Sylvie Losier-Sauer (E), 1995 09 01
Maria Marazia-Rosati (E), 1995 09 01
Debra Maxwell (E), 1995 09 01
Michele Miles (E), 1995 09 01
Tracey Mollon (E), 1995 09 01
Sharon O'Halloran (E), 1995 09 01
Karen Price (E), 1995 03 27
Cynthia Robinson (E), 1995 05 08
Katherine Scarth (S), 1995 09 01
Lori Seibel (E), 1995 05 01
Sharon Turner (E), 1995 09 01
Flora Tzaras (E), 1995 05 08
Jeanette Van Wyck (E), 1995 05 08
David C. Wagg (E), 1995 09 01
John D. Weare (E), 1995 09 01
Suzanne Weatherdon (E), 1995 05 23
Kathy Weber (E), 1995 09 01
Joyce Whittle (E), 1995 09 01

(b) That the following staff be returned from their Leaves of Absence, effective as shown:

Leslie Walberg-Hegan (School Social Worker, Professional Student Services Personnel), 1995 04 10, (1.0)
Marlene Winsor (Secretary, Clerical and Technical Staff), 1995 03 20

9. OTHERS

(a) (i) That the request of the following teachers for an overseas exchange with a teacher from Australia for the period 1996 01 01 to 1996 12 31, be approved subject to the condition that a suitable exchange teacher can be arranged through the Ontario Foundation for Educator Exchange:

Judith Cole (S)
Barbara Dabbs (S)

(ii) That the request of Jane Chudzik to transfer from the Elementary Panel to the Secondary Panel, effective 1994 09 01, with salary according to the salary schedule be granted.

iii) That the request of Ryan Scott (S) to extend his relinquishment of his position as Head of Department (Music), effective 1995 09 01 to 1996 08 31, be granted.

* * * * * * * *

Clause 2. (a) amended at Board.

2. That the Report regarding Elementary School Principal Candidates Eligible for Promotion be received for information and the following recommendation approved:

a) That the Elementary School Principal Eligible for Approval List be approved and that this become the Approved for Promotion List for Elementary Schools:

Gail Belisario
Edward Grodecki
Eric Hipkiss
Joanne McIntosh
David Repchuck
Robert Russ
Marilyn Stewart

Respectfully submitted

G. KORZ
Chairman

Board Room
1995 04 13

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 05 11

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Orban, Paquin and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), N. Nicholls (Superintendent of Schools - Mountain) and F. Cooke (Assistant Superintendent of Program).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee Hicks.

ELEMENTARY/SECONDARY

The Board met in-camera prior to the public session. Trustee Rogers declared a conflict of interest and left the room for discussion on the item pertaining to his conflict.

When the public session convened, it was moved by Dr. Johnston, seconded by Mr. Darby: That the following names be added to the Elementary School Principal Candidates Eligible for Promotion List:

.Lauren Tindall
.Catherine Youngblud

Carried.

Trustee Korz indicated that the officials would like clarification of the intent of the motion regarding the Vice-Principal and Principal Promotion Process which was adopted at the March, 1995 meetings of the Personnel and Organization Committee and Board.

Following some discussion, the members agreed that trustees as well as a broader sector of constituents should have the opportunity to provide input in the Vice-Principal and Principal Promotion Process.

When Trustee Gage attempted to move the three clauses outlined in the motion, Trustee Darby challenged the Chair noting the motion was already referred to the officials. The Chairman accepted the challenge and suggested the original motion could be rescinded.

Moved by Mr. Korz, seconded by Miss Cunningham: That the motion adopted at the March, 1995 meetings of the Personnel and Organization Committee and Board relative to the Vice-Principal and Principal Promotion Process (Clause 2, Page 165) be rescinded. Carried.

Moved by Mr. Gage, seconded by Mrs. Bishop: That the following recommendations regarding the Vice-Principal and Principal Promotion Process be approved:

(a) That in view of the changing nature of the role of the Principal, that the Director establish a committee to review the current Promotion Policy and Procedures for Vice-Principals and Principals including the Assessment Centre. The composition of the committee shall include: the Director, Trustees, Senior Management, Principals, Federations, parents, student council and community representatives.

(b) As part of the review, the committee will examine the selection processes used by other boards.

(c) Following the review, the committee will report back to the Personnel and Organization Committee with recommendations no later than December 1995.

Moved in amendment by Mr. Korz, seconded by Mr. Darby: That the word "parents" be deleted in Clause (a).

Trustee Korz accepted Trustee Lowe's friendly amendment to include the words "student council" in his amendment.

Several trustees spoke on the significance of input from parents and students. The Chairman ruled that the deletion of each term would be voted on separately.

Moved in amendment to the amendment by Dr. Johnston: That the phrase "and representatives from the school council" follow the word "Federations".

Trustee Korz challenged the Chairman accepting the amendment to the amendment, noting there are no school councils established at this time. The challenge was Carried.

Mr. Goodridge advised that the proposed Policy on School Councils from the Ministry of Education and Training (reference: Memorandum No. 122) will be presented to the members for consideration in September, 1995.

Moved by Mrs. Hill: That the Board continue to meet past 23:00 hours. Carried.

The amendment to delete the word "parents" was put to a vote and was Lost.

The amendment to delete the words "student council" was put to a vote and was Lost.

The motion was put to a vote and was Carried.

Moved by Mrs. Hill, seconded by Mrs. Bishop: That future candidates for the positions of Vice-Principal and Principal be chosen through a new process approved by the Board.

The meeting then adjourned.

Adopted as presented.

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Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 05 18

The Board met.

Present: Trustees Mulholland (Chairman Pro Tem), Bishop, Cunningham, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, Orban, Paquin, Patenaude, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), M. Matier (Assistant Superintendent of Schools - Mountain), S. Thompson (Assistant Superintendent of Schools - Lower City), R. Lavoie (Superintendent of Schools, French as a First Language) and G. Rutledge (Controller).

In the absence of the Chairman of the Board, the Vice-Chairman, Trustee Mulholland, assumed the Chair.

A moment of silence was observed in the memory of the late Irene Holland, a Lunchroom Supervisor.

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees MacDonald and Stewart.

Trustee Mulholland paid tribute to some special local organizations who, along with the Big Brother Association, have been partners in supporting the Board's Mentoring Program. Andrew Murrie, Executive Director of the Big Brother Association, assisted with the presentation of certificates to representatives from the Regional Municipality of Hamilton-Wentworth, Terrace and Henderson Law Firm, Dofasco Inc., Art Gallery of Hamilton, Financial Concept Group, Bank of Montreal and Philip Environmental.

Bill Manson, District Treasurer of the Ontario Drama Festival and Provincial Festival Board Representative, presented a special plaque to the Board from the Ontario Drama Festival in recognition of the quarter century of excellence in drama in Hamilton Board of Education Schools.

Moved by Miss Orban, seconded by Mrs. Lowe: That the minutes of the last regular meeting of 1995 04 20 and special meeting of 1995 05 11 be adopted as presented. Carried.

The Secretary read a note of thanks for the Board's expression of sympathy from the Linda McRae family. He then drew the members' attention to the remaining correspondence attached to the agendas.

Moved by Miss Cunningham, seconded by Mr. Korz: That the note of thanks for the Board's expression of sympathy from the Linda McRae family be received and filed. Carried.

Moved by Miss Cunningham, seconded by Mr. Korz: That the resolution from the Lincoln County Board of Education asking the Scarborough Board of Education to reconsider its decision to withdraw from the Ontario Public School Boards' Associate be received and filed.

Moved in amendment by Dr. Johnston, seconded by Mrs Bishop: That the Hamilton Board of Education support the plea of the Lincoln Board and that this decision be forwarded to the Lincoln and Scarborough systems. Lost.

The motion was put to a vote and was Carried.

Moved by Miss Cunningham, seconded by Mr. Korz: That each trustee receive a copy of the correspondence from Donald L. Murray regarding the Victory in Europe Day celebrations and that the original be received and filed.

Trustee Mulholland assured the members that the Chairman will respond to Mr. Murray's letter and inform him of the many excellent activities planned and carried out by the schools in honour of this occasion.

The motion was put to a vote and was Carried.

Committee reports were presented as follows:

Program Committee - Mrs. Bishop
Operations and Finance Committee - Miss Cunningham
Personnel and Organization Committee - Mr. Korz

Moved by Mrs. Bishop, seconded by Mrs. Johnstone: That the General Part of the Report of the Program Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Canon Rogers: That the General Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Mr. Paquin: That the General Part of the Report of the Personnel and Organization Committee be adopted. Carried.

Moved by Mr. Hicks, seconded by Mrs. Lowe: That the Board of Education for the City of Hamilton request that Trustees Cunningham and Johnston attend the O.P.S.B.A. Annual General Meeting, 1995 06 08-11. Carried.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

The Secretary drew the members' attention to the correspondence attached to the agendas.

Moved by Miss Cunningham, seconded by Mr. Korz: That the Secretary of the Board reply in writing to the Peace Memorial and Sanford Avenue Schools' Home and School Associations explaining the current status of funding for the swim program. Carried.

Moved by Miss Cunningham, seconded by Mr. Korz: That the correspondence from the Regional Chairman, Terry Cooke, re "Young Citizens' for a Sustainable Future" program be referred to the Program Committee. Carried.

Moved by Mrs. Bishop, seconded by Mr. Gage: That the Elementary/Secondary Part of the Report of the Program Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Mrs. Bishop: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted.

At Trustee Korz' request and with the members' consent (two-thirds majority), Mrs. Avery (Human Resources) reported that a third option has been found for the terminated bus supervisors who are also lunchroom supervisors, i.e. to continue in the lunchroom program and accept a severance package based on the bus supervisor wages. This information will be forwarded to the employees early next and an extended period of time allowed for decision making.

The motion was put to a vote and was Carried.

The Board then met in-camera. Action taken by the Board is not included in this public record as the subject-matter under consideration involved decisions in respect of negotiations with employees of the Board [Section 183 (1a)(d) of the Education Act].

The meeting then adjourned.

Adopted as presented.

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Chairman.

REPORT OF THE FRENCH LANGUAGE SECTION
FIFTH REPORT

Present: Trustees Desmarais (Chairman), Paquin, Patenaude.

Official Present: R. C. Lavoie (Superintendent of Schools, French as a First Language).

The French Language Section recommends:

1. That the following recommendations of the Superintendent of Schools, French as a First Language be approved as presented to the members :

A. STAFFING

1. Probationary Staff Appointment(s) - Nil
2. Permanent Staff Appointment(s) - Nil
3. Promotion(s)

(a) That Joanne Mooney be appointed to the position of Head of Department (Français) effective 1995 09 01 with salary according to the salary schedule.

(b) That the appointment of Raynald Trudel (on a temporary basis) to the position of Head of Department (Technology) be extended effective 1995 09 01 to 1996 08 31 with salary according to the salary schedule.

4. Internal Appointment(s) - Nil
5. Timetable Change(s) - Nil
6. Retirement(s) - Nil
7. Leaving Employment

That the date for the following teachers to leave the employ of the Board effective 1995 08 31 be approved:

Brigitte Fiorino
Josée Lapierre (termination)

8. Leave(s)

Leave(s) of Absence

That the request of Marie Fréchette-Deaves (Secretarial Staff) for a Leave of Absence effective 1995 06 02 to 1995 12 07 be granted.

Return(s) from Leave of Absence

That Michelle Lapointe (Curriculum Consultant) be returned from a Leave of Absence effective 1995 05 08.

B. OTHER

That the request of Jean-Guy Bélanger to extend his relinquishment of his position of Head of Department (Technology) effective 1995 09 01 to 1996 08 31 be granted.

Trips

That the following trip request(s) be approved:

(a) Georges-P.-Vanier, Grade 12, Laurentian University, Sudbury, 1995 05 04-05.

* * * * * * * * * * *

2. That the Memorandum from the Ministry of Education and Training dated 1995 04 07 re Education Reform - Secondary School be received for information.

3. That the News Release from the Ontario School Board Reduction Task Force dated 1995 03 15 re School Board Reduction be received for information.

4. That the Memorandum from the Ontario French Language Trustees' Association (AFCSO) dated 1995 04 10 re Report from the meetings re Regional French Language School Boards be received for information.

5. That the following Report on the 1995-1996 School Year Calendar for Georges-P.-Vanier Secondary School be approved and sent to the Ministry of Education and Training.

Semester I	Begins 1995 09 05; Ends 1996 01 31
Semester II	Begins 1996 02 01; Ends 1996 06 28

Professional Activity Days	
1995 09 25	In-school Planing/Interface
1996 01 30 & 31	Turnaround/Interface
1996 02 23	System Program Day
1996 05 03	Federation Day
Between 1996 06 24-28	Year End

Note:	
1995 12 25-1996 01 05	Christmas Break
1996 03 11-15	March Break

6. That the participation of the French Language Section of the Cooperative Project of Services with the Centre franco-ontarien de ressources pédagogiques (CFORP) be approved.

7. That the Verbal Report on the 1995-1996 Enrolment for Georges-P.-Vanier be received for information.

Respectfully submitted

JEAN DESMARAIS
Chairman

Centre francophone St-Thomas-d'Aquin
1995 05 02

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE
CINQUIÈME RAPPORT

Étaient présents : M. Jean Desmarais (président); M. Hubert Paquin (conseiller scolaire), Mme Marie Patenaude (conseillère scolaire).

Administrateurs présents : M. R. C. Lavoie (Surintendant des écoles de langue française).

La Section de langue française recommande :

1. que les propositions du Surintendant des écoles de langue française soient approuvées telles que présentées aux membres :

A. DOTATION EN PERSONNEL

1. Nomination(s) du personnel stagiaire - Aucune
2. Nomination(s) du personnel permanent - Aucune
3. Promotion(s)

a) que Joanne Mooney soit nommée au poste de Chef de section (Français) à partir du 1er septembre 1995 selon les conditions de l'entente en vigueur.

b) que la nomination de Raynald Trudel au poste de Chef de secteur (Technologie) par intérim soit prolongée à partir du 1er septembre 1995 jusqu'au 31 août 1996 selon les conditions de l'entente en vigueur.

4. Nomination(s) interne(s) - Aucune
5. Changement(s) d'assignation - Aucun
6. Retraite(s) - Aucune
7. Résiliation(s) d'emploi

que la date de quitter l'emploi du Conseil des enseignantes mentionnées ci-dessous à partir du 31 août 1995 soit approuvée:

Brigitte Fiorino
Josée Lapierre

8. Congé(s)

Prêt de service

Congé autorisé

que la demande de Marie Fréchette-Deaves (secrétariat) pour un congé autorisé à partir du 2 juin 1995 jusqu'au 7 décembre 1995 soit accordée.

Retour de congé autorisé

que Michelle Lapointe (Conseillere en Programmation) retourne d'un congé autorisé à partir du 8 mai 1995.

B. AUTRES

Que la demande de Jean-Guy Bélanger de renoncer à son poste de Chef de secteur (Technologie) à partir du 1er septembre 1995 jusqu'au 31 août 1996 soit accordée.

Voyages

Que la demande de voyage suivante soit approuvée :

a) Georges-P.-Vanier, 12e année, Université Laurentienne, Sudbury, les 4 et 5 mai 1995.

* * * * * * * * * * *

2. que la note de service du ministère de l'Éducation et de la Formation en date du 7 avril 1995 : (Objet : Réforme de l'éducation - écoles secondaires) soit reçue à titre d'information.

3. que la note de service du Groupe d'étude sur la réduction du nombre de conseils scolaires en Ontario en date du 15 mars 1995 : (Objet : Réduction du nombre de conseils scolaires) soit reçue à titre d'information.

4. que la note de service de l'Association française des conseils scolaires de l'Ontario en date du 10 avril 1995 : (Objet : Compte-rendus des réunions sur les modèles de conseils scolaires régionaux de langue française) soit reçue à titre d'information.

5. que le rapport sur le calendrier scolaire 1995-1996 pour l'École secondaire Georges-P.-Vanier soit approuvé et envoyé au ministère de l'Éducation et de la Formation.

6. que la Section de langue française accepte de participer au Projet coopératif de services-conseils du Centre franco-ontarien de ressources pédagogiques (CFORP).

7. que le rapport verbal sur les inscriptions 1995-1996 à l'École secondaire Georges-P.-Vanier soit reçu à titre d'information.

Respectueusement présenté

JEAN DESMARAIS
Président

Centre francophone St-Thomas-d'Aquin
le 2 mai 1995

REPORT OF THE PROGRAM COMMITTEE
SIXTH REPORT

Present: Trustees Bishop (Chairman), Gage, Hill, Johnstone and MacDonald.

Also Present: Trustees Cunningham, Darby, Johnston, Korz, Mulholland and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program), P. Shewfelt (Superintendent of Finance and Treasurer), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent - Administrative and Operational Services), N. Nicholls (Superintendent of Schools - Mountain), M. Quinn (Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the Report on Expanded Implementation of Specialized Programs and Courses in Specified Secondary Schools ("Magnet School" Policy) be received for information and the following recommendations approved:

(a) That the implementation plan for the Expanded Implementation of Specialized Programs and Courses in Specified Secondary Schools ("Magnet School" Policy) be approved.

(b) That a final report with recommendations for implementation be brought to the Program Committee in the fall of 1995.

ELEMENTARY/SECONDARY

1. That the Report on the Evaluation of the Pilot Student Health Centre at Sir Winston Churchill Secondary School be received for information and the following recommendation approved:

(a) That the term "pilot" be removed and that the Student Health Centre be continued at Sir Winston Churchill Secondary School.

2. That the verbal update re a health survey from St. Joseph's Community Health Centre be received for information.

3. That the verbal Report re Native Education (First Language Pilot Programs) be received for information.

4. That the Report re The Future of Technological Education in Hamilton be referred to the May meeting of the Personnel and Organization Committee for consideration.

Respectfully submitted

J. BISHOP
Chairman

Board Room
1995 05 04

REPORT OF THE OPERATIONS AND FINANCE COMMITTEE SIXTH REPORT

Present: Trustees Cunningham (Chairman), Desmarais, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Hill, Johnston, Johnstone, MacDonald, Mulholland and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent - Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), G. Rutledge (Controller), M. Matier (Assistant Superintendent of Schools - Mountain) and F. Cooke (Assistant Superintendent - Program).

The Committee recommends:

GENERAL

1. That the Report regarding the School Year Calendars and Holiday Schedule for Education Centre and Secondary School Offices be received for information and the following recommendation approved:

(a) That the following 1995/1996 School Year Calendars be approved.

ELEMENTARY
School Year - 1995 09 05 to 1996 06 28

Professional Activity Days

1995 09 29	In-School Planning/Interface
1995 11 01	In-School Planning
1995 11 24	Interviews
1996 01 31	In-School Planning/Interface
1996 02 23	Common System Program Day
1996 03 27	Interviews/In-School Planning

1996 05 03	Federation Day
1996 06 03	Interviews
1996 06 21	In-School Planning

SECONDARY

Semester I	Begins 1995 09 05; Ends 1996 01 31
Semester II	Begins 1996 02 01; Ends 1996 06 28

Professional Activity Days

1995 09 29	In-school Planing/Interface
1996 01 30 & 31	Turnaround/Interface
1996 02 23	System Program Day
1996 05 03	Federation Day
Between 1996 06 24-28	Year End

Note:

1995 12 25-1996 01 05	**Christmas Break**
1996 03 11-15	**March Break**

2. That the Report re Sale of Bruleville Site be received for information and the following recommendation approved:

(a) That the offer from XEORIXS Homes for the purchase of the 0.388 acre parcel of land in Lot 11, Concession 6 (Barton) Bruleville Neighbourhood, in the amount of $140,000, be accepted and that the funds realized from the sale be placed in Capital Reserves.

3. That the Report re Request for Access to the Board Parking Lot by the City of Hamilton for City Construction be received for information and the following approved:

(a) That the Director of Education and Secretary of the Board inform the City that access to the Board Parking Lot will be permitted, at no cost to the Board, under the requirements worked out by Board Staff with City Staff, and that ongoing communication about this project continue through Staff.

(b) That, before any action is taken, a legal contract be drawn up between the City of Hamilton and the Board of Education for the City of Hamilton and that the contract be brought back to the Board for approval.

4. (a) That the Report re Revenue Generation be referred back to the officials for information.

(b) That the Report re Corporate Sponsorship Policy be referred back to the officials for information.

5. That the Correspondence from the Gourley Park Community Association be received for information and Items (a), (b) and (d) be referred to the officials and a report brought back as soon as practical.

6. That the Report of the Child Care Committee regarding its annual review in accordance with the Criteria and Weighting Form for School/Child Care Link-up be deferred to June, 1995.

7. That the Chairman appoint a small committee of trustees to serve on the Director's Performance Appraisal Committee.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) C. B. Stirling, Grades 6-8, Camp Wanikita, Haliburton area, 1995 06 07-10 (Wednesday to Saturday)

(ii) Cardinal Heights, Grade 8, Historical/ Architectural Study, Ottawa, 1995 05 24-26 (Wednesday to Friday)

(iii) Cardinal Heights, Grade 7, Laurentian Lodge, Haliburton area, 1995 09 12-15 (Tuesday to Friday)

(iv) Memorial, Grades 6-8, Camp Wanakita, Haliburton area, 1995 05 28-31 (Sunday to Wednesday)

(v) Viscount Montgomery. Grade 7. Historical Study. Ottawa. 1995 05 24-26 (Wednesday to Friday)

(vi) Viscount Montgomery. Grade 6. Historical Study. Midland area. 1995 05 25-26 (Thursday to Friday)

(vii) Westwood. Grades 4-5. Tour of Great Lakes Marine Museum, Toronto. 1995 06 06 (Tuesday)

(viii) Glendale. Grades 9-OAC. Historical Study. Boston, Massachusetts. U.S.A.. 1996 04 24-28 (Wednesday to Sunday)

(ix) Hill Park. Grades 12-OAC. Canada's Wonderland, Toronto. 1995 05 26-27 (Friday to Saturday)

(x) Mountain. Grades 9-12. Canada's Wonderland, Toronto, 1995 06 15 (Thursday)

(xi) Westdale, Grades 12-OAC, New York City, New York, U.S.A., 1995 05 25-28 (Thursday to Sunday)

(xii) Westdale. Grade 12. Tourist Industry Study. Niagara Falls. Ontario/New York. 1995 06 12 (Monday)

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 05 09

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE SIXTH REPORT

Present: Trustees Korz (Chairman), Darby, Johnston, Paquin, Rodgerson and Stewart.

Also Present: Trustees Bishop, Cunningham, Desmarais, Gage, Hill, Johnstone, Lowe, MacDonald, Orban, Patenaude and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), R. Binns (Superintendent of Human Resources), N. Nicholls (Superintendent of Schools - Mountain), P. Gillie (Superintendent - Administrative and Operational Services) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) (i) That the following staff be appointed to the Probationary Staff in the position stated, effective as shown, with wage rate according to the Collective Agreement:

Lucie Boffa, Cleaner (Cleaning Staff), 1994 11 07
Robert Clarke, Cleaner (Cleaning Staff), 1995 04 10
David Delaney, Cleaner (Cleaning Staff), 1995 04 10
Donald Falconer, Fireman (Caretaking & Maintenance Staff), 1995 02 20
Patricia Gray, Cleaner (Cleaning Staff), 1994 11 07
Yurong Li, Cleaner (Cleaning Staff), 1994 11 07
Sandra Montgomery, Cleaner (Cleaning Staff), 1994 11 07
Allan Poyton, Cleaner (Cleaning Staff), 1995 04 10
(Replacements) Contract Compliance

(ii) That the appointment to Probationary Staff for Lynn Henschel (.5) approved at the 1995 03 09 meeting be amended by removing reference to Secretary. Staff Development.

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS

(a) (i) That the following staff be promoted to the position of Equipment Repair Technician III - Software (Clerical & Technical Staff), effective 1995 05 22, with salary according to the salary schedule:

Howard Gardiner
Paul Pereira
Steven Rajher
(New Positions)

(ii) That the following staff be promoted to the positions stated, effective as shown, with wage rate according to the Collective Agreement:

Catherine Gumbert, Assistant Caretaker (Caretaking & Maintenance Staff), 1995 04 12
Joan Morrissey, Assistant Caretaker (Caretaking & Maintenance Staff), 1995 03 13
Susan Rogers, Assistant Caretaker (Caretaking & Maintenance Staff), 1995 03 06
(Replacements)
Contract Compliance

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) (i) That the resignations of the following staff for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Aurore Seguin, Cleaner (Cleaning Staff), 1995 06 30
Agnes Barker, Cleaner (Cleaning Staff), 1995 06 30

Mary Blainey, Cleaner (Cleaning Staff), 1995 06 30
Thomas Lee, Grounds Mechanic (Caretaking & Maintenance Staff), 1995 07 31
Sally Martorelli, Cleaner (Cleaning Staff), 1995 04 28
Olive McDermott, Cleaner (Cleaning Staff), 1995 06 30
Joyce Morris, Cleaner (Cleaning Staff), 1995 03 31
John Wigham, Carpenter - Chief Mechanic (Caretaking & Maintenance Staff), 1995 07 31

(ii) That the resignation of Emma Falletta for the purpose of retirement from the position of Cleaner (Cleaning Staff), effective 1995 05 31, be accepted with regret.

7. LEAVING EMPLOYMENT - Nil

8. LEAVES

Leave of Absence

(a) That the request of Doreen Vella-Carrozza, (Psychoeducational Consultant, Professional Student Services Personnel) for a Leave of Absence, effective 1995 06 12 to 1995 12 15, be granted.

9. OTHERS

(a) We regret to announce the death of Irene Holland, Lunchroom Supervisor, on 1995 04 22.

* * * * * * * *

2. That the Staffing Report - Full Time Equivalent Positions as of 1995 04 30 be received for information.

3. That the Report on Supply Teacher Usage as of 1995 03 31 be received for information.

4. That the Report re Administration of Occasional Teacher Days be received for information and the following recommendations approved:

(a) That, effective immediately, school administrators be responsible for managing Occasional Teacher Coverage expenditures.

(b) That the Superintendent of Human Resources remain accountable for the administration of this budget.

(c) That the following formula to determine the annual allocation for each school be implemented with supporting guidelines immediately:

(i) 50% be retained centrally for long-term occasional use

(ii) a specific number of days be retained by the Superintendent of Human Resources for the purpose of accommodating requests for additional days of coverage (includes elementary and secondary schools and other Superintendencies)

(iii) the remaining funds be allocated to the schools as follows:

60% (Jan-June) / daily rate of occasional teacher pay
/ FTE of teaching staff
= days per FTE based on Sept. 94 staff complement)

40% (Sept-Dec) / daily rate of occasional teacher pay
/ FTE of teaching staff
= days per FTE (based on Sept. 95 staff complement)

100% 10 months total number of days per FTE

5. That the Report on Substitute Cleaner/Casual Assistance Usage as of 1995 03 31 be received for information.

6. That the 1994 and 1995 Temporary Assistance Expenditures Report be received for information.

7. That the June 1995 meeting of the Personnel and Organization Committee be re-scheduled to Monday, 1995 06 12 at 18:15 hours.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Probationary Staff, effective 1994 09 01, with salary according to the salary schedule:

Sonya Gusenbauer (E)
Wesley Hahn (E)
Replacements

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS

(a) (i) That George Knill (S) be appointed to the term position of Project Team Leader (Co-ordinator), effective 1995 09 01, with salary according to the salary schedule. The duration of the term to be determined. New Position

(ii) That the following staff be appointed to the position of Acting Principal of an Elementary School, effective as shown, with salary according to the salary schedule:

Gail Belisario, 1995 09 01
Thomas (Tim) Dexter, 1995 09 01
Edward Grodecki, 1995 09 01
Barbara Haverty, 1995 09 01
Eric Hipkiss, 1995 09 01
Joanne McIntosh, 1995 09 01
David Repchuck, 1995 11 01
Robert Russ, 1995 09 01
Kathleen Watters, 1995 09 01
(Replacements)

(iii) That Jon Sims be appointed to the position of Acting Principal of a Secondary School, effective 1995 09 01, with salary according to the salary schedule. (Replacement)

(iv) That the following staff be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1995 09 01, with salary according to the salary schedule:

Anne Cliffe
Sandra Cole
Terese Gallagher
Lee Hondronicols
Patricia Hutchinson
Douglas Lenz
Maxine Martineau
Janice Robertshaw
(Replacements)

(v) That the appointment of Diane Rawsthorn to the position of Elementary School Principal on a temporary basis, effective 1995 01 01 to 1995 06 30, approved at the November meeting, be changed to Acting Principal of an Elementary School, effective 1995 01 01, with salary according to the salary schedule.

(vi) That the appointment of Joan Browning to the position of Elementary School Vice-Principal on a temporary basis, effective 1995 01 01 to 1995 06 30, approved at the November meeting, be changed to Acting Vice-Principal of an Elementary School, effective 1995 01 01, with salary according to the salary schedule.

(vii) That the appointment of Dorte Deans to the position of Secondary School Vice-Principal on a temporary basis, effective 1995 02 01 to 1995 06 30, approved at the January meeting, be changed to Acting Vice-Principal of a Secondary School, effective 1995 01 01, with salary according to the salary schedule.

(viii) That the following teachers be appointed to the term position of Special Education Consultant, effective 1995 09 01, with salary according to the salary schedule. The duration of the term to be determined.

Carol Campanella (E)
Judith Peall-Ward (E)
Janet Watt (E)
(Replacements)

(b) That the following staff be promoted to the positions stated, effective as shown, with salary according to the salary schedule:

Linda Eustace, Senior Secretary (Level 5, Secondary School Clerical and Secretarial Staff), 1995 05 23
Anne Marie Pegg, Elementary School Secretary (Grade 8, Clerical and Technical Staff), 1995 05 01
(Replacements)

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES

(a) That the timetable of Rita DiCenzo (S) be increased from 3/6 to 6/6 (F.T. Sem. 1 & 2), effective 1995 02 01, with salary according to the salary schedule.

6. RETIREMENTS

(a) (i) That the resignations of the following Elementary School Principals, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Gary Birch, 1995 06 30
Carl J. Burnell, 1995 06 30
Malcolm J. Curtis, 1995 06 30
Jacqueline E. Diverty, 1995 12 31
Kelvin Flegg, 1995 06 30

(ii) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Diana Beacham (S), 1995 06 30
Paul DeRoo (S), 1995 06 30
Dino Galgani (S), 1995 06 30
Frederick Jazvac (S), 1995 06 30
Robert Laidlaw (S), 1995 06 30
Winnifred Mancini (E), 1995 07 31

Marilyn P. Nelson (E). 1995 06 30
Kenneth Ormerod (S). 1995 06 30
Violet Pizzagalli (E). 1995 06 30
Andrew V. Putns (S). 1995 06 30
William Robinson (S). 1995 06 30
Lloyd Rush (S). 1995 06 30
Marvin R. Sheppard (S). 1995 09 30
Scott Swanston (S). 1995 06 30
Penelope A Wray (E). 1995 06 30

(b) That the resignation of Carol Schram (Educational Assistant, Educational and Lunchroom Assistant Staff), for the purpose of retirement, effective 1995 06 30, be accepted with regret and that the Board's gratuity be paid.

7. LEAVING EMPLOYMENT

(a) That the date of 1995 08 31, for the following teachers to leave the employ of the Board be approved:

Kathryne Foster (S)
Sonya Gusenbauer (E)
Wesley Hahn (E)
Jean Hughes (S)
Thomas Leavitt (S)
Joan Massey (S)
Mark Miculan (S)
Kathleen Morris (S)
Donald Orsi (S)
Jody Shaboluk (S)
Linda Smith (S)
Robert Spree (S)
Darlene Wall (S)
Radia Younes (S)

Elementary	2 -Terminations
Secondary	11 - Terminations
	1 - Resignation

8. LEAVES

Leaves of Absence

(a) (i) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Natalie Bastow (E), 1995 09 01 to 1996 08 31
Anita Darrell (S), 1995 09 05 to 1996 01 31
Michele Fairfield (S), 1995 09 01 to 1996 08 31
Lynette Gossen (E), 1995 05 08 to 1995 11 24
Alisa Greve (E), 1995 05 29 to 1996 01 26
Yvonne C. Leegstra (E), 1995 04 10 to 1995 10 13
Donna Mulligan (S), 1995 09 04 to 1996 01 31
Michelyn Putignano (S), 1995 07 01 to 1996 01 31
Lisa Read (E), 1995 06 26 to 1996 02 23
Jacqueline Trapp (E), 1995 06 05 to 1995 12 08

(ii) That the following Voluntary Timetable Reductions approved at previous meetings be changed to Reduced Workload Leaves of Absence, effective as shown:

Catherine Attridge (S), 6/6 to 4/6, (2/3 Sem. 1 & Sem. 2), 1994 09 01 to 1995 08 31
June Baxter (E), .7 to .5, 1994 09 01 to 1995 08 31
Karen Bernyak-Bouwman (E), 1.0 to .7, 1994 09 01 to 1995 08 31
Janice Boose (E), 1.0 to .5, 1995 01 01 to 1995 08 31
Marilyn Brown (S), 6/6 to 5/6, (3/3 Sem. 1, 2/3 Sem. 2), 1994 09 01 to 1995 08 31
Lesley Chiasson (E), 1.0 to .5, 1994 09 01 to 1995 08 31
Trevor Chiasson (E), 1.0 to .5, 1994 09 01 to 1995 08 31
Linda Chenoweth (E), 1.0 to .6, 1994 09 01 to 1995 08 31
Linda Cooper (E), 1.0 to .9, 1994 09 01 to 1995 08 31
Nancy Cooper (E), 1.0 to .5, 1995 01 01 to 1995 08 31
Susanna Costa-Popovich (E), 1.0 to .5, 1994 09 01 to 1995 08 31
Joanne Crossman (E), 1.0 to .9, 1994 09 01 to 1995 08 31
Francoise Cyr (E), 1.0 to .5, 1994 09 01 to 1995 08 31
Frances Dilorio (S), 6/6 to 4/6, (2/3 Sem. 1 & Sem. 2), 1994 09 01 to 1995 08 31
Norma Dreossi (S), 6/6 to 5/6, (2/3 Sem. 1, 3/3 Sem. 2), 1994 09 01 to 1995 08 31
Francess Figge (E), 1.0 to .5, 1994 09 01 to 1995 08 31

Paula Gallant (S). 6/6 to 4/6. (2/3 Sem. 1 & Sem. 2). 1994 09 01 to 1995 08 31
Karen Gugliano (S). 6/6 to 3/6. (F.T. Sem. 2 only). 1994 09 01 to 1995 08 31
Shirley Gunby (E). 1.0 to .7. 1994 09 01 to 1995 08 31
Anna Gusenbauer (E). 1.0 to .5. 1994 09 01 to 1995 08 31
Karen Hahn (E). 1.0 to .5. 1994 09 01 to 1995 08 31
Sylvia Holinaty (S). 6/6 to 3/6. 1994 09 01 to 1995 08 31 (Job Share with W. Holinaty)
William Holinaty (S). 6/6 to 3/6. 1994 09 01 to 1995 08 31 (Job Share with S. Holinaty)
Nancy Holmes (S). 6/6 to 4/6. (2/3 Sem. 1 & Sem. 2). 1994 09 01 to 1995 08 31
Kathleen Johnson (S). 5/6 to 3/6 (F.T. Sem. 1 only) 1994 09 01 to 1995 08 31
Teresa Katerberg (E). 1.0 to .5. 1994 09 01 to 1995 08 31
Gerald Kilby (S), 6/6 to 4/6. (2/3 Sem. 1 & Sem. 2)1994 09 01 to 1995 08 31
Sarah Lindsay (E), 1.0 to .5, 1994 09 01 to 1995 08 31
Giselle Maerz (E), 1.0 to .5, 1994 09 01 to 1995 08 31
Tiina Mallais (S), 6/6 to 5/6, (3/3 Sem. 1, 2/3 Sem. 2), 1994 09 01 to 1995 08 31
Julie Marshman-MacCuish (E). 1.0 to .8. 1994 09 01 to 1995 08 31
Marie Marskell (E). 1.0 to .5. 1994 09 01 to 1995 08 31
Dawn Martens (E). .5 to .3. 1994 09 01 to 1995 08 31
Richard Moll (S). 6/6 to 4/6. (2/3 Sem. 1 & Sem. 2). 1994 09 01 to 1995 08 31
Cathy Morningstar (E). 1.0 to .9. 1994 09 01 to 1995 08 31
Barbara Moskaluk (E). 1.0 to .5. 1994 09 01 to 1995 08 31
Linda Pyett (E), 1.0 to .5, 1994 09 01 to 1995 08 31
Christine Rees (E), .8 to .5, 1994 09 01 to 1995 08 31
Helen Senson-D'Addario (E), 1.0 to .6, 1994 09 01 to 1995 08 31
Eileen Shannon (S), 6/6 to 4/6, (2/3 Sem. 1 & Sem. 2), 1994 09 01 to 1995 08 31
Michael Silbert (S), 6/6 to 5/6, (3/3 Sem. 1, 2/3 Sem. 2), 1994 09 01 to 1995 08 31
Lynsey Sober (S), 6/6 to 5/6, (2/3 Sem. 1, 3/3 Sem. 2), 1994 09 01 to 1995 08 31
Noreen Staios (E), 1.0 to .5, 1994 09 01 to 1995 08 31
Magdalen Tassy-Gall (E), 1.0 to .7, 1994 09 01 to 1995 08 31
Cynthia Thomas (E), 1.0 to .5, 1994 09 01 to 1995 08 31

Pamela Tuff (E), 1.0 to .7, 1994 09 01 to 1995 08 31
Bonnie Turner (E), 1.0 to .5, 1994 09 01 to 1995 08 31
Evelyn Wilkie (S), 6/6 to 4/6, (2/3 Sem. 1 & Sem. 2), 1994 09 01 to 1995 08 31
Barbara Yarwood (E), 1.0 to .5, 1994 11 07 to 1995 08 31
34 Elementary
15 Secondary

Leave of Absence - Date Change

(a) That the effective dates of the Leaves of Absence granted to the following teachers, at previous meetings, be changed to:

Faith Bland (E), 1995 02 13 to 1995 05 26
Pauline Stavnitzky (S), 1995 05 01 to 1995 08 31

(b) That the effective dates of the Leaves of Absence granted to the following staff at previous meetings be changed to:

Joan Dabor (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 03 06 to 1995 09 08
Elaine Nowell (Student Records Secretary, Secondary School Clerical & Secretarial Staff), 1995 03 23 to 1995 09 27

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Ellen R. Knapp (E), 1995 09 01
Christine McCulloch (S), 1995 09 01 to 1996 01 31
Patti McMaster (E), 1995 09 01 to 1997 08 31
Brian Radke (S), 1995 09 01 to 1996 08 31
Doug Robb (S), 1995 09 01 to 1996 08 31
David Simpson (S), 1995 09 01 to 1996 08 31

(b) That the request of the following staff for an extension of a Leave of Absence, effective as shown, be granted:

Ingrid Maraj (School Social Worker, Professional Student Services Personnel), 1995 09 01 to 1996 08 31

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence and assigned teaching duties, effective as shown:

Ann Afinec (E), 1995 09 01
Judith Ambrose (E), 1995 09 01
Faith Bland (E), 1995 05 29
Sherri Cooper (E), 1995 05 12
Sandra Easterbrook-Barna (E), 1995 05 29
Christine McKinty (S), 1995 09 01
S. Elaine Pilgrim-Susi (E), 1995 09 01
Maryellen Rankin (S), 1995 03 20

9. OTHERS - Nil

* * * * * * * *

2. That the request of parents to have an educational assistant assigned to their child two half days per week (.2 FTE) effective immediately until 1995 06 30 be granted and that the insuring agents be billed to recover the costs.

3. That the verbal update regarding Bus Supervisors be received for information.

4. (a) That the Report on the Future of Technological Education in Hamilton be received for information.

(b) That the issue of Teacher Staffing be referred to a Special Meeting of the Personnel and Organization Committee to be scheduled on 1995 06 01, immediately following the June, 1995 Program Committee meeting.

Respectfully submitted

G. KORZ
Chairman

Board Room
1995 05 11

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 05 25

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), F. Cooke (Assistant Superintendent, Program), S. Thompson (Assistant Superintendent of Schools, Lower City) and G. Rutledge (Controller).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee Patenaude.

GENERAL

The Board met in-camera prior to the public session where the Report of the Salary Committee was considered and subsequently approved in public.

Moved by Miss Cunningham, seconded by Mr. Mulholland: That the Report of the Salary Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mr. Korz: That the Working Group that is addressing the impact of the elimination of bus supervisors report its findings and recommendations to the Board through the Transportation Committee.

Noting this item was not included in the notice calling the meeting, the Chairman called for and received the required a two-thirds majority vote to permit consideration.

Trustee Cunningham offered that her motion is an attempt to provide the Working Group with a mandate and a procedure to keep the trustees informed.

When Mr. Goodridge confirmed that a presentation from the community will be made to the June meeting of the Operations and Finance Committee on the elimination of the bus supervisors, some members offered that the presentation should be directed to the Transportation Committee.

The question was called and it was Carried.

The motion was put to a vote and was Carried.

The Board then met in-camera.

A public record of the action taken at the in-camera session is not recorded in these minutes as the Chairman announced that a Special In-camera Meeting of the Board would be called for Thursday, 1995 06 01, immediately following the Program Committee meeting, to reconsider the vote on the Report under consideration.

The meeting then adjourned.

Adopted as presented.

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Chairman.

REPORT OF THE SALARY COMMITTEE

Present: Trustees Cunningham (Chairman), Hill and Mulholland.

Official Present: D. Russon (Manager - Employee Relations).

The Committee recommends:

GENERAL

1. That the Board ratify the Memorandum of Agreement reached with O.S.S.T.F., District 8, Teaching Profession Act (T.P.A.) for the 1995-96 school year. (attached)

Respectfully submitted

M. CUNNINGHAM
Chairman

Committee Room
1995 05 18

MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
O.S.S.T.F., DISTRICT 8, T.P.A.

As a means of alleviating program staffing concerns for the 1995-96 school year, the parties agree to the following terms of settlement:

1. That one hundred and eighty (180) teaching lines will be deployed (based on program need) for the 1995-96 school year. These teaching lines will include the lines for the ten (10) supply pool teachers as per Article 6.48 of the Collective Agreement.

2. That forty-five (45) permanent contract teachers will be recalled and assigned on two thirds (2/3) timetables for the 1995-96 school year.

3. The Board agrees to maintain the full benefit cost for these forty-five (45) teachers.

4. In the event that option requests and/or enrolment exceeds the required one hundred and eighty (180) lines, the Board shall fill program needs in the following manner:

(a)through expanding the timetable of subject qualified, recalled, permanent contract teachers in order of seniority;

(b) through recalling subject qualified probationary teachers as required.

5. (a)O.S.S.T.F., District 8, T.P.A. agrees to withdraw the policy grievance dated 1995 04 13.

(b) Terminology regarding the definition of staff projections will be clarified by the parties during the current set of negotiations.

6. This settlement is made without prejudice to the parties continuing to negotiate a new Collective Agreement.

DATED AND SIGNED BY THE PARTIES ON THIS 17TH DAY OF MAY, 1995.

ON BEHALF OF THE BOARD	ON BEHALF OF THE FEDERATION
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

MINUTES OF THE SPECIAL IN-CAMERA MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 06 01

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Lowe, MacDonald, Mulholland, Orban, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain), S. Thompson (Assistant Superintendent of Schools, Lower City) and G. Rutledge (Controller).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Korz, Paquin and Patenaude.

GENERAL

Moved by Mrs. Hill, seconded by Dr. Johnston: That we reconsider the vote on the following motion made at the In-camera Session of the Special Meeting of the Board held on 1995 05 25:

That the General Part of the Report of the Special Meeting of the Personnel and Organization Committee, as amended, be adopted. Carried.

In response to a question, Ms. Bond noted that, as directed by the Board, the Program Department has been able to general 2.2 positions out of Lines 3-20; in addition, through adjustments to the casual payroll and changed duties for permanent staff in Lines 1-2 duties for permanent staff another 2 positions could be realized..

Moved in amendment by Miss Cunningham, seconded by Mr. Darby: That Clause (b) be amended by adding the following: (iii) That, having found savings in the Program Department budget, the Superintendent of Program hire up to 4.2 F.T.E. additional staff. Carried.

The members then considered and voted on each item under each of Clauses (a), (b) and (c) and the Report of the Special Personnel and Organization Committee, as amended, was approved.

The meeting then adjourned.

Adopted as presented.

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Chairman.

REPORT OF THESPECIAL IN-CAMERA MEETING OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: Trustees Korz (Chairman), Johnston, Mulholland and Rodgerson.

Also Present: Trustees Bishop, Cunningham, Desmarais, Gage, Hicks, Johnstone, Lowe, MacDonald, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), R. Binns (Superintendent of Human Resources), E. Bond (Superintendent of Program), P. Gillie (Superintendent - Administrative and Operational Services), N. Nicholls (Superintendent of Schools - Mountain), R. Lavoie (Superintendent of Schools, French as a First Language), S. Thompson (Assistant Superintendent of Schools - Lower City), F. Cooke (Assistant Superintendent of Program) and G. Rutledge (Controller).

The Committee recommends:

GENERAL

1. That the Report on Restructuring due to Budget Reductions be received for information and the following recommendations approved:

(a) (i) That the following proposed staffing changes for Administrative and Operational Services be approved as presented:

.Eliminate 5 vacant Maintenance Staff positions, effective 1995 0101

.Eliminate 1 Staff Assistant Mechanical, effective 1995 01 01

.Eliminate 1 Clerical, Mail Room, effective 1995 07 01

.Eliminate 1 Clerical, Printing, effective 1995 07 01

.Defer filling the position of 1 Manager of Planning in 1995, post in Fall, 1995 or realign, effective 1996 01 01

.Defer replacement of 2 Equipment Repair Technicians to 1996 01 01 (post in the Fall, 1995)

.Eliminate position of 1 Office Assistant at Grade 9 level, change duties and replace with clerical at Grade 5 level

.Eliminate 1 Grounds Mechanic by attrition, effective upon retirement 1995 07 31

.Eliminate 1 Carpenter by attrition, effective upon retirement 1995 07 31

.Phase out 1 Temporary Clerical position with Response Team, effective 1995 09

No additions to the Regulated Substance Response Team, supplements to staff to be achieved through redeployment of trained staff as work requires.

Clause (ii) amended at In-camera Board.

(ii) That the following proposed staffing changes for Financial Services be approved as presented:

.Reduce position of Secretary to the Controller from full time to .5, effective 1995 07 01

.Eliminate 1 Accounts Payable Clerk, effective 1995 07 01

.Eliminate 1 General Accounting Clerk, effective 1995 07 01

.Eliminate .8 Rentals Clerk, effective 1995 07 01

.Eliminate 1 Budget Analysis Clerk, effective 1995 07 01

.Eliminate 1 Purchasing Buyer, effective 1995 03

.Eliminate 2 Warehouse Assistants, effective 1995 12 31

.No replacement of 1 Special Projects and Audit Assistant for 4 months during a leave

.No replacement of 1 Payroll Supervisor for 6.5 months during a leave and reassignment of Controller

.No replacement of .5 Purchasing Clerk for 8 months during a leave

.Defer replacement of 1 Bookkeeper for 3 months until 1995 05 31

.Defer replacement of 1 Accounting Analyst for 5 months during a leave until 1995 09 01

.Defer replacement of .5 Senior Accounting Analyst for 6 months

.No replacement of 1 Accounts Payable Clerk for 3 months during leave

Clause (iii) amended at In-camera Board.

(iii) That the following proposed staffing changes for Human Resources Services be approved as presented:

.Eliminate 1 Compensation Administrator. effective 1995 05 01
.Eliminate 1 Receptionist. effective 1995 06 30
.Eliminate 1 Human Resources Secretary. effective 1995 08 31
.Eliminate 2 Site Leaders. effective 1995 05 01
.Eliminate 9 Firemen (unassigned). effective 1995 06 30
.Eliminate .4 Employee Relations Analyst. effective 1995 06 30
.Eliminate .5 Staff Development Secretary. effective 1995 08 31
.Eliminate 1 Employee Relations Officer. effective 1995 08 31
.Eliminate 1 Fireman at Education Centre. effective 1995 06 30

(iv) That a further report on restructuring be brought back by October. 1995.

Clause (b) amended at In-camera Board.

(b) (i) That the report from Program Services be referred back to the Program Department. and

(ii) That the Superintendent of Program be given leeway to look for savings within Lines 3-20 to meet the targeted mandate and that the Superintendent be excluded from any further reductions in this budget.

Respectfully submitted
G. KORZ
Chairman

Board Room
1995 05 16

ELEMENTARY/SECONDARY

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the Elementary/Secondary Part of the Report of the Special Meeting of the Operations and Finance Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Hill, Johnston, Johnstone, MacDonald, Mulholland and Paquin..

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent - Administrative and Operational Services), N. Nicholls (Superintendent of Schools - Mountain), M. Quinn (Superintendent of Schools - Lower City), R. Lavoie (Superintendent of Schools - French as a First Language), S. Thompson (Assistant Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent, Program).

The Committee recommends:

GENERAL

Clause 1. amended at Board.

1. That the following recommendations in the Report re Summary of Unspecified Reductions, as amended, be received:

Consumables and Equipment	$384,454
Capital	$5,670,688
Lines 3-20	$1,427,912
Salaries and Wages	$1,720,000
.Deduction of 1 day's pay for all staff	($865,000)
.Overtime	($100,000)
.Human Resources	($225,000)
.Temporary Assistance	($280,000)
.Employee Benefits	($100,000)
Revenue	$506,400

ELEMENTARY/SECONDARY

1. That the following recommendation in the Report re Summary of Unspecified Reductions be received:

Salaries and Wages	
.Lunchroom Program	($150,000)

Respectfully submitted

MARGARET CUNNINGHAM
Chairman

Board Room
1995 06 05

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 06 06

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Hicks, Hill, Johnston, Lowe, MacDonald, Mulholland, Paquin and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), P. Gillie (Superintendent of Administrative and Operational Services) and G. Rutledge (Controller).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee Desmarais.

As it was past 23:00 hours, the Chairman called for and received a two-thirds' majority vote to commence the meeting.

GENERAL

Moved by Miss Cunningham, seconded by Canon Rogers: That the General Part of the Special Report of the Operations and Finance Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

SPECIAL REPORT OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Hill, Johnston, Johnstone, Korz, MacDonald, Mulholland, Paquin, Patenaude and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), P. Gillie (Superintendent - Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain) and G. Rutledge (Controller).

The Committee recommends:

GENERAL

1. That the Report re Approval of Tender for Renovation - Phase 1 of Glendale Secondary School be received for information and the following recommendations approved:

(a) That a contract be awarded to Frid Contracting Limited in the amount of $1,177,200.

(b) That funds for this project be provided in the amount of $1,550,000.

(c) That pursuant to the provisions of Part IX, Section 235, subsection 1, of the Education Act, the Superintendent of Finance and Treasurer be authorized to make application for necessary funds for this project to be raised by the sale of debentures of the said Regional Municipality of Hamilton-Wentworth with repayment term not to exceed twenty (20) years and that the appropriate By-Law for the said purpose to be passed by the Council of said Regional Municipality.

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 06 06

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 06 15

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee Darby.

The Chairman presented a plaque to Eva Riis Culver, Past President of the Hamilton Council of Home and School Associations, in recognition of receiving the Col. R. S. McLaughlin Memorial Award and for her outstanding service to education in building partnerships between parents and schools.

The Chairman then presented Outstanding Achievement Awards to students and staff from our 14 secondary schools who were involved in the special Copps Coliseum Mural Project this past March.

Moved by Canon Rogers, seconded by Ms. MacDonald: That the minutes of the last regular meeting of 1995 05 18 and special meetings of 1995 05 25 and 1995 06 01 be adopted as presented. Carried.

The Secretary drew the members' attention to the following correspondence: the Ontario Public School Boards' Association regarding CanCopy Negotiations, the Brant County Board of Education regarding the decision of the Ontario Court of Appeal [Eaton Case] and a letter from a parent regarding his child's situation at school.

Moved by Miss Cunningham, seconded by Ms. Orban: That the Board support in principle the Ontario Public School Boards' Association's proposal to act on our behalf to reach an agreement with the Ministry of Education and Training/CanCopy to provide copyright licence protection for the school boards. Carried.

Moved by Miss Cunningham, seconded by Mrs. Hill: (a) That the Secretary of the Board draft a letter for signature of the Chairman of the Board signifying the Hamilton Board of Education's support for the Brant County Board of Education's appeal of the recent decision of the Ontario Court of Appeal in the Eaton case to the Supreme Court of Canada and (b) that a copy of said correspondence be forwarded to the Ontario Public School Boards' Association.

Those in support of the motion pointed to the benefits of supporting the action taken by the Brant County Board of Education; those in opposition noted that the results of overturning the appeal decision could result in restricting parents' choice of educational settings for their children and cautioned there were more considerations and implications involved than just financial.

The motion was put to a vote and was Carried.

Moved by Dr. Johnston, seconded by Miss Cunningham: That the letter from a parent regarding his child's situation at school be referred to the officials.

Mr. Goodridge indicated the Officials' intent to facilitate the parent's concerns as quickly as possible and confirmed that the trustees would be advised as to the outcome in September.

The motion was put to a vote and was Carried.

Trustee Korz gave notice that he will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose the following motion:

WHEREAS Bill 79, The Employment Equity Act requires boards of education to undertake extensive work in the review of board employees, the designation of employee groups and the setting of targets, and

WHEREAS these measures are costly to boards of education, both in terms of employee resources and system morale, and

WHEREAS the new provincial government has pledged to repeal Bill 79,

BE IT RESOLVED THAT the Hamilton Board of Education write to the new Premier, urging swift action on the repeal of Bill 79 and request other Ontario boards to join in supporting this resolution.

The Chairman requested the members' indulgence to recess in order to allow the Operations and Finance Committee to continue its special meeting.

Moved by Mrs. Hill, seconded by Mr. Desmarais: That the Board recess to continue the Special Meeting of the Operations and Finance Committee convened prior to the start of the Board meeting. Carried.

When the Board meeting reconvened at 23:20 hours, the Chairman cited Rule 8 of the Board's Rules and Regulations and advised that a two-thirds majority vote was required to continue the meeting past 23:00 hours.

When the Chairman did not receive the necessary two-thirds majority vote, he indicated that a Special Meeting of the Board to continue the June agenda would be scheduled and the members advised as soon as possible.

The meeting then adjourned.

Adopted as presented.

.....

Chairman

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 06 19

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain) and F. Cooke (Assistant Superintendent, Program).

The Chairman noted the purpose of this special meeting of the Board was to continue consideration of the June Board agenda of 1995 06 15.

Committee reports were presented as follows:

Program Committee, regular and special - Mrs. Bishop
Operations and Finance Committee, regular and specials - Miss Cunningham
Personnel and Organization Committee, regular and special - Mr. Korz

Moved by Mrs. Bishop, seconded by Mr. Mulholland: That the General Part of the Report and Special Report of the Program Committee be adopted.

Moved in amendment by Mrs. Hill, seconded by Dr. Johnston: That Clause 1. of the Report of the Special Meeting of the Program Committee be amended as follows:

That the following paragraph be added to the Response to the Draft Regulation 305, Identification and Placement of exceptional Pupils (Response Guide) and Categories of Exceptionalities and Definitions (A Validation Paper):

"We support the concept of integration where the special needs of students can be met in an integrated setting. However, integration should not detract from but enable all students to develop to their highest potential towards meeting the outcomes and standards established by the province.

Further, we support the concept of integration within the resources available to the Board."

When opposition to the amendment suggested this direction was attempting to retain and bolster segregated classes, those in support of the amendment countered the intent is to ensure that all children's needs are met. During debate it was clarified that integration would remain the mode; but, if integration is determined not to be to the advantage of the individual student or others in the classroom, actions are taken to address the needs of all students.

The amendment was put to a vote and was Carried.

The Report and Special Report, as amended, were put to a vote and were Carried.

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the General Part of the Report and Special Reports of the Operations and Finance Committee be adopted.

Trustee Hill requested that Clause 6. (m) of the Special Report (1995 06 13) be voted on separately.

The Chairman clarified the intent of this clause is to amend the current directive regarding lotteries to permit organizations, such as the Home and School Associations, to operate lotteries for the benefit of a school.

Trustees opposed to the recommendation offered that condoning gambling is the antithesis of the mission of all public

school boards across Ontario, pointed out that school boards are the only body outside of municipalities which is permitted to raise finances through taxes and suggested it would be wrong to be in direct competition with others who do not have the tax base to draw upon.

Trustees in support of the recommendation noted it was a temporary measure until the Board develops a corporate policy; until then, this direction sanctions what some schools are already doing and provides the opportunity for others to become involved if they wish.

During the debate, the Chairman asked Trustee Mulholland to assume the Chair.

Clause 6. (m) was put to a recorded vote and was Carried. Those in favour: Trustees Mulholland, MacDonald, Rogers, Lowe, Hicks, Paquin, Desmarais, Cunningham and Stewart; those opposed: Trustees Bishop, Gage, Johnston, Johnstone, Hill, Orban, Rodgerson and Korz.

Trustee Johnston requested that Clause 6. (c) of the Special Report (1995 06 13) be voted on separately.

When the extent of the Board's liability if this recommendation was adopted was questioned, Trustee Mulholland, from the Chair, noted that the Board gives permission to apply for a liquor license and that the applicant is responsible for fulfilling the obligations of the permit.

Clause 6. (c) was put to a vote and was Carried.

The Report and remainder of the Special Report were put to a vote and were Carried.

The Chairman resumed the Chair.

Moved by Mr. Korz, seconded by Mr. Desmarais: That the General Part of the Report and Special Report of the Personnel and Organization Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Dr. Johnston: That the Chairman appoint two trustees as Board representatives at the Canadian School Boards' Association Annual General Meeting. Carried.

The Chairman deferred the Report of the Salary Committee to follow the in-camera session at the conclusion of the meeting.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mrs. Bishop, seconded by Mr. Gage: That the Elementary/Secondary Part of the Report of the Program Committee be adopted.

At Trustee Rodgerson's request, Clause 3. was voted on separately and was Carried.

At Trustee Hill's request, Clause 1. was voted on separately and a recorded vote was requested.

Clause 1. was Carried. Those in favour: Trustees Mulholland, Bishop, Gage, Johnston, MacDonald, Rogers, Orban and Stewart; those opposed: Trustees Johnstone, Hill, Lowe, Hicks, Rodgerson, Korz and Cunningham.

The remainder of the Report was put to a vote and was Carried.

Moved by Miss Cunningham, seconded by Mr. Hicks: That the Elementary/Secondary Part of the Report and Special Reports of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Canon Rogers: That the Elementary/Secondary Part of the Report and Special Report of the Personnel and Organization Committee be adopted. Carried.

The Board then met in-camera to consider a Report of the Salary Committee. At the in-camera session, Trustee Mulholland declared a conflict of interest and left the Board Room.

At 21:25 hours, the public session resumed.

GENERAL

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the Report of the Salary Committee be adopted.

Trustee Mulholland declared a conflict of interest and stated he would neither discuss nor vote on the motion.

The motion was put to a vote and was Carried.

The meeting then adjourned.

Following a Special Meeting of the Operations and Finance Committee held immediately following the Board meeting, the Chairman reconvened the Special Meeting of the Board to consider the Report of the above Committee.

Moved by Miss Cunningham, seconded by Ms. Orban: That the General Part of the Special Report of the Operations and Finance Committee be approved. Carried.

The meeting then adjourned.

Adopted as presented.

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Chairman

REPORT OF THE FRENCH LANGUAGE SECTION
SIXTH REPORT

Present: Trustees Desmarais (Chairman), Paquin and Patenaude.

Officials Present: R. C. Lavoie (Superintendent of Schools, French as a First Language) and G. Rutledge (Controller).

The French Language Section recommends:

1. That the Report on the Assignment of Revenues under Section 319 for the 1995 Estimates be received for information.

2. That the following recommendations of the Superintendent of Schools, French as a First Language be approved as presentd to the members :

A. STAFFING

1. Probationary Staff Appointment(s) - Nil
2. Permanent Staff Appointment(s) - Nil
3. Promotion(s)

(a) That Clément Bonin be appointed to the position of Curriculum Consultant effective 1995 09 01 with salary according to the salary schedule.

4. Internal Appointment(s) - Nil
5. Timetable Change(s) - Nil
6. Retirement(s) - Nil
7. Leaving Employment - Nil
8. Leave(s)

Secondment(s)

(a) That the request by the Ministry of Education and Training for an extension of the Secondment of Ralph Grant to the French Language Consultative Services effective 1995 09 01 to 1996 08 31 be granted.

Leave(s) of Absence

Return(s) from Leave of Absence

(a) That Elizabeth Gauthier (Secretarial Staff) be returned from Leave of Absence effective 1995 07 18.

B. OTHER

Trip(s)

That the following trip request(s) be approved:

(a) Georges-P.-Vanier, Grades 9-OAC, Carleton Studio (SHLAK), Ottawa, 1995 06 07-08. (Wednesday and Thursday.)

* * * * * * * * * * *

3. That the Memorandum from the Ministry of Education and Training dated 1995 04 25 re Minister Cooke provides funding for new curriculum be received for information.

4. That the letter from Prescott-Russell County Board of Education dated 1995 04 25 re Principals' Course be received for information.

5. That the Memorandum from the Ontario French Language Trustees' Association (AFCSO) dated 1995 05 08 re 51st Annual Conference be received for information.

6. That the letter from the Canadian Association of French Language Education (ACELF) dated 1995 04 24 re 48th Annual Conference be received for information.

7. That the Report on the 1995 Annual Review Provision of Special Education Programs and Services be approved and forwarded to the Ministry of Education and Training.

8. That the Report of the Policy for "Aménagement linguistique" (equivalent to ESL) be received for information as a working document for 1995-1996 and that a Final Report of the Policy for "Aménagement linguistique" be presented to the French Language Section in June 1996.

Respectfully submitted

JEAN DESMARAIS
Chairman

Centre francophone St-Thomas-d'Aquin
1995 05 30

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE
SIXIÉME RAPPORT

Étaient présents : M. Jean Desmarais (président); M. Hubert Paquin (conseiller scolaire), Mme Marie Patenaude (conseillère scolaire).

Administrateurs présents : M. R. C. Lavoie (Surintendant des écoles de langue française), M. G. Rutledge (Contrôleur).

La Section de langue française recommande :

1. que le rapport sur l'allocation des revenus sous la Section 319 pour les prévisions budgétaires de 1995 soit reçu à titre d'information.

2. que les propositions du Surintendant des écoles de langue française soient approuvées telles que présentées aux membres :

A. DOTATION EN PERSONNEL

1. Nomination(s) du personnel stagiaire - Aucune
2. Nomination(s) du personnel permanent - Aucune
3. Promotion(s)

a) que Clément Bonin soit nommé au poste de Conseiller en programmation à partir du 1er septembre 1995 selon les conditions de l'entente en vigueur.

4. Nomination(s) interne(s) - Aucune
5. Changement(s) d'assignation - Aucun
6. Retraite(s) - Aucune
7. Résiliation(s) d'emploi - Aucune
8. Congé(s)

Prêt de service

a) que la demande du ministère de l'Éducation et de la Formation de renouveler le prêt de service de Ralph Grant, aux Services consultatifs de langue française, à partir du 1er septembre 1995 jusqu'au 31 août 1996 soit approuvée.

Congé autorisé

Retour de congé autoris,

a) qu'Elizabeth Gauthier (Secrétariat) retourne d'un congé autorisé à partir du 18 juillet 1995.

B. AUTRES

Voyages

Que la demande de voyage suivante soit approuvée :

(a) Georges-P.-Vanier, 9e année-CPO, Studio Carleton (SHLAK), Ottawa, les 7 et 8 juin 1995. (mercredi et jeudi)

* * * * * * * * * *

3. que le communiqué du ministère de l'Éducation et de la Formation en date du 25 avril 1995 : (Objet : Le Ministre Cooke affecte des fonds à la mise en oeuvre du nouveau programme d'études) soit reçu à titre d'information.

4. que la lettre du Conseil de l'éducation de Prescott-Russell en date du 25 avril 1995 : (Objet : Programme de formation à la direction d'école) soit reçue à titre d'information.

5. que la note de service de l'Association française des conseils scolaires de l'Ontario en date du 8 mai 1995 : (Objet : 51e Congrès annuel de l'AFCSO) soit reçue à titre d'information.

6. que la lettre de l'Association canadienne d'éducation de langue française en date du 24 avril 1995 : (Objet : 48e Congrès de l'ACELF soit reçue à titre d'information.

7. que le rapport au Ministre sur la prestation des programmes et services pour l'enfance en difficulté, 1995 soit approuvé et acheminée au ministère de l'Éducation et de la Formation.

8. que le rapport sur la politique d'aménagement linguistique (document de travail pour 1995-1996) soit reçu à titre d'information et qu'un rapport finale sur la politique d'aménagement linguistique soit présenté à la Section de langue française en juin 1996.

Respectueusement présent

JEAN DESMARAIS
Président

Centre francophone St-Thomas-d'Aquin
le 30 mai 1995

REPORT OF THE PROGRAM COMMITTEE
SEVENTH REPORT

Present: Trustees Bishop (Chairman), Gage, Hill, Johnstone, MacDonald and Stewart.

Also Present: Trustees Cunningham, Hicks, Johnston, Mulholland, Orban and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), E. Bond (Superintendent of Program), N. Nicholls (Superintendent of Schools Mountain), P. Gillie (Superintendent - Administrative and Operational Services) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the Report on the Review of the Implementation of School-Wide Writing Programs in Secondary Schools be received for information.

2. That the Report re Buchanan Park School - "Canada Box" Assembly be received for information.

3. That the Report re Tri-Board Violence Prevention Project - Annual Update R.S.V.P. (Response by Schools to Violence Prevention) be received for information and the following recommendation approved:

(a) That the future Tri-Board R.S.V.P. Project Updates be included as part of the Safe School Annual Report.

4. That the Report re Textbook and Learning Material Approval as per Circular 14 be received for information and the following recommendation approved:

(a) That the names of the texts and learning materials as listed be approved for use in elementary and secondary schools and be added to the existing list of texts and learning materials previously approved by the Board of Education for the City of Hamilton.

5. That the verbal Report re Future Delivery of Adult and Continuing Education be received for information.

ELEMENTARY/SECONDARY

1. That the Response from the Officials to the Presentation from the Hamilton Regional Indian Centre re Native As A Second Language (N.S.L.) Program be received for information and the following recommendation approved:

(a) That pilot junior division N.S.L. programs be established at two of the following schools: Centennial, Dr. J. Edgar Davey, Prince of Wales or Sanford Avenue schools, subject to confirmation that 15 or more parents/guardians request that their children be enroled.

2. That the update on the implementation of Growing Into Language be received for information.

3. That the Report re the System and School Summaries of Grade 3 and Grade 6 Students' Results on the Canadian Achievement Tests (2nd edition), 1994-95 be received for information.

4. That the Correspondence from the Regional Municipality of Hamilton-Wentworth re "Young Citizens for a Sustainable Future" Program be referred to the Superintendent sponsoring the Board's Environmental Policy.

5. That the following Report of the Special Education Advisory Committee be approved:

(a) That the Twelfth Annual Review (1994-1995) - Provision of Special Education Programs and Services, as amended, be approved for submission to the Minister of Education and Training.

Respectfully submitted,

J. BISHOP
Chairman

Board Room
1995 06 01

REPORT OF THE OPERATIONS AND FINANCE COMMITTEE SEVENTH REPORT

Present: Trustees Cunningham (Chairman), Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Hill, Johnston, Johnstone, Korz, MacDonald, Mulholland, Paquin, Patenaude and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), P. Gillie (Superintendent - Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain) and G. Rutledge (Controller).

The Committee recommends:

GENERAL

1. That the Report re Security at the Education Centre and Sanford Avenue Elementary School be received for information and the following recommendations approved:

(a) That for the purpose of doing business with the public on regular business days, the following conditions for access to the services provided by Education Centre departments be approved effective 1995 07 01:

(i) during the school year period from September to June, the Education Centre be open to the public from Monday to Friday between the hours of 8:30 a.m. and 4:30 p.m.

(ii) during school year seasonal break periods that include July and August, the Education Centre be open to the public from Monday to Friday between the hours of 9:00 a.m. and 4:00 p.m.

(b) That during other than regular business hours for the purpose of controlling properly authorized access to the Education

Centre by staff, other persons, groups and organizations, the following be approved effective 1995 07 01:

(i) on non business days that include statutory holidays and weekends (Saturday and Sunday) access is restricted to authorized Education Centre staff and trustees.

(ii) on non business days that include statutory holidays and weekends (Saturday and Sunday) all designated interior and exterior doors to be secured.

(iii) on regular Monday to Friday business days, all designated interior doors on floors two to six to be secured during non business hours.

(iv) on regular Monday to Friday business days, all exterior doors on the lower level and first floor to be secured from either the later of 6:00 p.m. or the conclusion of public meetings to 7:30 a.m. of the next regular business day.

(c) That these revised hours of business and access be communicated to all concerned.

(d) That the installation of electronic card access equipment for after hours entrance to the Education Centre by authorized staff and controlled use of elevators be approved effective 1995 09 01.

(e) That the Education Centre access card include photo identification to be displayed by all Education Centre staff and those at the Dundurn facility while on Board property effective 1995 12 01.

(f) That the installation of visible closed circuit television monitoring cameras in the lower level and main floor entrance areas of the Education Centre be approved effective 1996 02 01.

(g) That the installation of an intercom system at the exterior door leading to the meeting room area of Sanford Avenue Elementary School be approved effective 1995 09 01.

2. That the Update of the Integrated Information System (I.I.S) - Financial Information System be received for information.

3. That the Interim Report on the Computerized Routing and Scheduling System be received for information.

4. That the Report re Tri-Board Initiative re Sharing of Transportation Officer be received for information and that the Director set up a Tri-Board meeting to discuss the initiative of sharing a Transportation Officer.

5. That the Report re the Development of a System Wide Athletic Hall of Fame be received for information and the following motions approved:

(a) That a Hall of Fame Committee be established to recognize as inductees, male and female Athlete of the Year, Dynasty Teams and male and female Builders.

(b) That a Selection Committee be established with representation from trustees, principals, Physical Education Heads, Students and community members.

(c) That a permanent site be found for the display of memorabilia and winners.

ELEMENTARY/SECONDARY

1. That the presentation by Wendy Schrama regarding the number of trustees be received for information.

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 06 06

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE SEVENTH REPORT

Present: Trustees Korz (Chairman), Darby, Johnston, Mulholland, Paquin, Rodgerson and Stewart.

Also Present: Trustees Bishop, Cunningham, Desmarais, Hicks, Hill, Lowe, MacDonald, Orban and Patenaude.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), P. Gillie (Superintendent - Administrative and Operational Services), N. Nicholls (Superintendent of Schools - Mountain), M. Quinn (Superintendent of Schools - Lower City), R. Lavoie (Superintendent of Schools - French as a First Language), F. Cooke (Assistant Superintendent of Program), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the Travel Allowance Report be received for information and the following recommendations approved:

(a) That Trustees and members of Senior Management continue to be paid a fixed annual travel allowance.

(b) That the schedule of fixed annual travel allowances for those employees on the approved list be deleted effective 1996 01 01.

(c) That the new method of payment for all employees on the approved list be based on a per kilometre reimbursement of 30 cents per kilometre effective 1996 01 01.

(d) That the following Travel Reimbursement Policy be adopted by the Board:

"The Board shall reimburse employees using their automobiles at the rate of 30 cents per kilometre as of 1996 01 01 for travelling expenses incurred on authorized Board business as part of regular duties."

2. That the Report re the Performance Appraisal System Policy be received for information and the following recommendations approved:

(a) That the Performance Appraisal System Policy document, including the following policy statement, be approved:

"It is the policy of the Hamilton Board of Education to appraise performance of all employees through regular supervision, monitored growth plans and formal evaluation."

(b) That the Performance Appraisal System Action Plan be approved.

(c) That the Performance Appraisal System Steering Committee align the applicable components with the Ontario College of Teachers policy when it becomes available.

(d) That the Performance Appraisal System be reviewed in December 1999.

3. That the Report re Management of Corporate Development be received for information and the following approved:

(a) That the following recommendations in the Report re Management of Corporate Development be referred back to the Director for clarification:

(i) That leadership and responsibility for corporate development be established through the Director's Office through the re-alignment of job responsibilities and duties and the redeployment of the existing staff complement.

(ii) That responsibility for corporate development be assigned to the Public Relations Officer and that the position be re-

named the Manager of Public Relations and Corporate Development with key functions as described in Appendix A.

(b) That the Director present a Corporate Development Plan and Policy to the September, 1995 Meeting of the Operations and Finance Committee, following the Corporate Development Objectives and Guidelines listed in Appendix B.

4. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS - Nil

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS - Nil

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) That the resignation of Margaret Kidd for the purpose of retirement from the positon of Cleaner (Cleaning Staff), effective 1995 06 30, be accepted with regret and that the Board's gratuity be paid.

7. LEAVING EMPLOYMENT

(a) That the date, 1995 06 09, for Lou DiNardo, Cleaner (Cleaning Staff) to leave the employ of the Board be approved.

8. LEAVES

Leave of Absence

(a) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:

Joyce Ferguson (Payroll Supervisor, Administrative Staff), 1995 06 05 to 1995 12 08
Kerry Fliss (Secretary, Clerical & Technical Staff), 1995 05 15 to 1995 10 27

Carolyn Konrad-Giesbrecht (Secretary, Clerical & Technical Staff), 1995 04 25 to 1995 06 13
Susan Mawson (Employment Officer, Administrative Staff), 1995 06 01 to 1995 09 27
Ingrid Scott (Head Librarian, Administrative Staff), 1995 07 10 to 1996 03 08

Leave Extension

(a) That the request of Beverley J. Wilson (Secretary, Clerical & Technical Staff) for an extension of a leave of absence, effective 1995 07 01 to 1996 06 30, be granted.

Return from Leaves of Absence

(a) That the following staff be returned from a Leave of Absence, effective as shown:

Valerie Elliott (Secretary, Clerical and Technical Staff), 1995 06 05

9. OTHERS - Nil

* * * * * * * * *

5. That the Staffing Report - Full Time Equivalent Positions as of 1995 05 31 be received for information.

6. That the Report on Supply Teacher Usage as of 1995 04 30 be received for information.

7. That the Report re "Change Your Future" Program be received for information and the following recommendation approved:

(a) That the "Change Your Future" Program continue for the 1995-96 school year.

8. That the Annual Report re Occupational Health and Safety be received for information.

9. That a Report outlining the provisions regarding Attendance Management among the various employee bargaining units be brought to the September, 1995 meeting of the Personnel and Organization Committee.

10. That a Report on Employee Temporary Assignments be brought to the September, 1995 meeting of the Personnel and Organization Committee.

11. That the Director present a report on the evaluation process for Superintendents based on the criteria outlined in the Performance Appraisal System Policy.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS - Nil

2. PERMANENT STAFF APPOINTMENTS

(a) That the following teachers be re-appointed to the Permanent Staff effective 1995 09 01 (2/3), with salary according to the salary schedule:

Tracey Austin (S)
Terrence Beaupre (S)
Robert Bukvic (S)
Gordon Cillis (S)
Bruce Cooke (S)
Angelo Costanzo (S)
Leslie Cramer (S)
Jyoti DeHaan (S)
Sandra Della Maestra (S)
Rita DiCenzo (S)
Caryl Durst (S)
Elysia Dywan (S)
Jeannine Falasca (S)
Kathryne Foster (S)
Richard Gallo (S)
Denise Hagger (S)
Lucy Jane Hannaford (S)
Jean Hughes (S)
Katherine Joynt (S)
Janice Kovar (S)

Victoria Kudrenski (S)
Melinda Lula (S)
Jeffrey Mackness (S)
Joan Massey (S)
Deborah McAlpine (S)
Patricia McEachren (S)
Darlene McIlveen (S)
Mark Miculan (S)
Heather Moffat (S)
Kathleen Morris (S)
Louise Morrisey (S)
Donald Orsi (S)
Maria Persichini (S)
Heinz Plessl (S)
Delores Ruff (S)
Jody Shaboluk (S)
Anne Simpson (S)
Linda Smith (S)
Mark Spera (S)
Robert Spree (S)
Pauline Stavnitzky (S)
Tara Tandan (S)
Steven Toth (S)
Beata Vertes (S)
Michelle Visca (S)
Darlene Wall (S)
Radia Younes (S)

47 Secondary Teachers (2/3 Timetables)

3. PROMOTIONS

(a) That the following teachers be appointed to the positions stated, effective 1995 09 01, with salary according to the salary schedule:

Douglas Holmes (S), Acting Head of Department (Boys' Physical and Health Education)
Wayne Inglehart (S), Acting Assistant Head of Department (Vocational)
Alan Kingston (S), Acting Head of Department (Boys' Physical and Health Education)
Jay Kyle (S), Acting Head of Department (Boys' Physical and Health Education)

Stephen Potter (S), Acting Assistant Head of Department (Technical Education)
Ward Shipman (S), Acting Head of Department (Visual Arts)
Jacqueline Sykes (S), Acting Head of Department (Family Studies)
Replacements

(b) That Katherine Faulknor be promoted to the position of Bookstore Secretary (Level 3, Secondary School Clerical & Secretarial Staff), effective 1995 06 19, with salary according to the salary schedule. Replacement

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) (i) That the resignations of the following teachers for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

David C. Allen (S), 1995 06 30
William A. Cook (S), 1995 06 30
John Lenard Fawcett (S), 1995 06 30
Mary Lou Gitschner (E), 1995 06 30
Margaret J. I. McLeod (S), 1995 06 30
Neville Nunes (S), 1995 06 30
Timothy S. Oikawa (S), 1995 06 30
Faye Smith (S), 1995 09 30

(ii) That the resignation of Paul Kropp (S) for the purpose of retirement, effective 1995 06 30, be accepted with regret.

7. LEAVING EMPLOYMENT

(a) That the date of 1995 08 31, for Jane McGall (S) to leave the employ of the Board be approved.

(b) That the date of 1995 06 01, for Terri Whitworth, Educational Assistant (Educational and Lunchroom Assistant Staff) to leave the employ of the Board be approved.

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for a Leave of Absence, effective as shown, be granted:

Alayne Allan (E), 1995 08 25 to 1996 02 29
Faith Bland (E), 1995 07 01 to 1995 09 04
Gordon Cillis (S), 1995 09 01 to 1996 08 31
Patricia Jerome (E), 1995 09 01 to 1995 12 31
Margaret Mete (E), 1995 09 20 to 1996 05 21
Lisa A. Reynolds (E), 1995 06 05 to 1996 02 02
Heidemarie M. Rinas (S), 1995 09 18 to 1996 01 12
Joyce Schumacher (E), 1995 09 01 to 1996 08 31
Tara Tandan (S), 1995 09 01 to 1996 08 31
James Warren (S), 1995 09 01 to 1996 08 31

(b) That the requests of the following staff for a Leave of Absence, effective as shown, be granted:

Marjorie Bowker (Secretary, Clerical & Technical Staff), 1995 05 01 to 1995 06 30 (.3)
Brandi Dermody (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 06 19 to 1996 02 02
Jane Jarnevich (Secretary, Secondary School Clerical & Secretarial Staff), 1995 05 23 to 1995 11 17

Leave of Absence - Date Change

(a) That the effective dates of the Leaves of Absence granted to the following teachers at previous meetings be changed to:

Donna Mulligan (S), 1995 10 04 to 1996 01 31
Nancy Niessen (E), 1995 04 07 to 1995 12 08
Michelyn Putignano (S), 1995 07 01 to 1995 12 31
Pauline Stavnitzky (S), 1995 05 01 to 1995 11 03

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Judith Ambrose (E), 1995 09 01 to 1996 08 31
Janet L. Ross (S), 1995 08 14 to 1996 01 31
Joyce Whittle (E), 1995 09 01 to 1996 08 31

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence and assigned teaching duties, effective as shown:

Cynthia Grau (E), 1995 06 05
Susan K. Mackrory (E), 1995 09 01
S. Elaine Pilgrim-Susi (E), 1995 09 01

(b) That the following staff be returned from their Leaves of Absence, effective as shown:

Daniel Horne (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 04 24
Barbara Vandyk (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 06 05

9. OTHERS

(a) (i) That the request of Jane Kasprowicz to relinquish her position as Head of Department (Girls' Physical and Health Education), effective 1995 09 01, be granted.

(ii) That the request of Joanne Colman (E) for an overseas exchange with a teacher from Australia for the period 1996 01 01 to 1996 12 31, be approved subject to the condition that a suitable exchange teacher can be arranged through the Foundation for Educator Exchange.

* * * * * * * *

2. That the appointment of Murray Quinn as Superintendent of Schools be renewed effective 1995 09 01, for a five-year term, subject to a mutually agreeable contract.

Respectfully submitted
G. KORZ
Chairman

Board Room
1995 06 12

REPORT OF THE SPECIAL MEETING OF THE PROGRAM COMMITTEE

Present: Trustees Bishop (Chairman), Hill, MacDonald and Stewart

Officials Present: D. Goodridge (Director of Education and Secretary) and E. Bond (Superintendent of Program).

The Committee recommends:

GENERAL

Clause 1. amended at Special Board.

1. That the Response to the Draft Regulation 305, Identification and Placement of Exceptional Pupils (Response Guide) and Categories of Exceptionalities and Definitions (A Validation Paper) be received for information and forwarded to the Ministry of Education and Training.

Respectfully submitted

J. BISHOP
Chairman

Board Room
1995 06 12

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Johnston, Johnstone, MacDonald and Mulholland.

Officials Present: P. Shewfelt (Secretary Pro-Tem and Superintendent of Finance and Treasurer) and P. Gillie (Superintendent - Administrative and Operational Services).

The Committee recommends:

GENERAL

1. That the Report re Sale of Board Sites be received for information and the following recommendations be approved:

(a) That the bid from Homes by DeSantis for the purchase of 6.0 acre parcel of land in Lot 29 Concession 2 (Saltfleet) [Kentley Neighbourhood - Block 37], in the amount of $1,061,262 be accepted and that the funds realized from the sale be placed in Capital Reserves.

(b) That the bid from Hampshire Properties Inc. for the purchase of Ridge School and site, in the amount of $405,000 not be accepted.

2. That the Report re 1994 Assessment Appeals be received for information.

3. That a Working Group to include at least 4 trustees work with the officials to bring recommendations to the Operations and Finance Committee regarding a three-year fiscal plan by December, 1995.

4. That the following Report of the Trustee Communications Committee be approved:

(a) That the Pamphlet - "The Role of the North York School Trustees" be received for information and that the Public Relations Officer take this under advisement for inclusion in the Parent School Calendars.

(b) That a response be sent to the Hamilton Principals' Association's correspondence of 1995 01 23, emphasizing and quoting Item iii) under the Guidelines for Submissions to School Newsletters.

5. That the following Report of the Child Care Committee be approved:

(a) That the reduction in rental rates be set at 27% for Norwood Y.M.C.A. Kindercare Centre, based on the rental rates established by September 1995.

(b) That the correspondence from Mother Goose Co-operative Pre-School Inc. be received for information and the following recommendation approved:

(i) That no reduction in rental rates take effect for Mother Goose Co-operative Pre-School until September, 1995.

6. That the following Report of the Policy Review Committee be approved:

(a) BU-1 Creative Playgrounds - to establish and maintain safe, creative playgrounds on school property

That the following policy statement remain as written:

"It is the policy of the Board of Education for the City of Hamilton to aid in the establishment and maintenance of safe creative playgrounds on school property."

(b) BU-2 Use of School Facilities - out of school hours

That the following policy statement remain as written:

"It is the policy of the Board of Education for the City of Hamilton to make school buildings available to community organizations to

the fullest extent possible within the established regulations made with due regard for the preservation of the educational program of the school and the protection and maintenance of the property."

(c) BU-3 School Social Functions - Alcoholic Beverages, Liabilities

That the following policy statement be amended by adding the words "without the permission of the Board" as follows:

"It is the policy of the Board of Education for the City of Hamilton that no alcoholic beverages shall be allowed on school grounds or in school buildings, without the permission of the Board."

(d) CU-2 Textbooks - Selection and Purchase of Curriculum and Teaching Materials

That the following policy statement be amended by substituting the word "approve" for the word "outline" as follows:

"It is the policy of the Board of Education for the City of Hamilton to approve the process for the selection and purchase of Curriculum and Teaching Materials."

(e) BU-4 Security of Microcomputers in School

That the following policy statement be deleted:

"It is the policy of the Board of Education for the City of Hamilton that all microcomputers on carts be collected and locked in a secure area within the school at the end of the day."

(f) CU-7 Credit Substitution for the Ontario Secondary School Diploma

That the following policy statement be deleted:

"It is the policy of the Board of Education for the City of Hamilton that students should take the compulsory subjects dictated by O.S.I.S.; exceptions shall be made only under very unusual circumstances, such as physical impairment, learning disability or inappropriate educational background."

(g) OP-1 Pupil Supervision in Elementary Schools During the Lunch Hour - Parent-sponsored

That the following policy statement be deleted:

"It is the policy of the Board of Education for the City of Hamilton to provide lunchroom supervision for elementary students whose parents do not wish to participate in the Hamilton Elementary Lunch

Program. Supervision will not necessarily be provided at the "home" school."

(h) OP-2 Pupil Supervision in Elementary Schools During the Lunch Hour - Board-sponsored Program

That the following policy statement be deleted:

"It is the policy of the Board of Education for the City of Hamilton to provide lunchroom supervision free of charge for elementary students living a mile or more from the school they attend."

(i) OP-6 Vandalism and Theft - immediate action to be taken in cases of

That the following policy statement be deleted:

"It is the policy of the Board of Education for the City of Hamilton that if restitution is not made by the violators concerned, civil action be commenced by this Board against said violators."

(j) OP-10 Teacher Aides - In Junior Kindergarten Classes

That the following policy statement be deleted:

"It is the policy of the Board of Education for the City of Hamilton to have Teacher Aides in Junior Kindergarten Classes to enhance the safety of the students and the quality of their program."

(k) OP-14 The School Day - Elementary and Junior Kindergarten hours and waiting list priorities

That the following policy statement be deleted:

"It is the policy of the Board of Education for the City of Hamilton that all elementary schools will adhere to the waiting list priorities for Junior Kindergarten and the hours set by the Board regarding the school day."

(l) OP-16 Staffing Procedure (Secondary)

That the following policy statement be deleted:

"It is the policy of the Board of Education for the City of Hamilton that the staffing procedure provide a fair and equitable process for staffing schools."

(m) OP-25 Fund Raising

That Clause 7. (a) in Operating Procedure OP-25 be amended to include the words "on Board operated facilities" after the word "lotteries".

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Glen Brae, Grade 6, Camp Wanakita, Haliburton area, 1995 10 03-06 (Tuesday to Friday)

(ii) Norwood Park, Grade 6, Camp Wanakita, Haliburton area, 1995 10 03-06 (Tuesday to Friday)

(iii) Strathcona, Grades 5-6, Canterbury Hills, Ancaster, 1995 06 19-21 (Monday to Wednesday)

(iv) Barton, Grades 10-OAC, Canoeing Trip, Algonquin Park, 1995 09 21-23 (Thursday to Saturday)

(v) Sherwood, Grades 10-OAC, Canoeing Trip, Algonquin Park, 1995 09 20-23 (Wednesday to Saturday)

(vi) Delta, Grades 9-OAC, GAC year-end activity, Niagara Falls, N.Y., 1995 06 20-22 (Tuesday to Thursday)

2. That the following Report of the Name Search Committee - Mountain Secondary School be approved:

(a) That the status quo be maintained at Mountain Secondary School until after the review of secondary school education.

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 06 13

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL & ORGANIZATION COMMITTEE

Present: Trustees Korz (Chairman), Johnston, Mulholland, Paquin, Rodgerson and Stewart.

Also Present: Trustees Bishop, Cunningham, Desmarais, Gage, Johnstone, Lowe, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), P. Gillie (Superintendent - Administrative and Operational Services), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools, Lower City), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent of Program), M. Matier (Assistant Superintendent of Schools, Mountain) and G. Rutledge (Controller).

The Committee recommends:

GENERAL

1. That the verbal Update - Staff Development Program Leader be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(b) That Sharon Worron be appointed to the Probationary Staff in the position of Attendance Clerk (Level 1, Secondary School Clerical & Secretarial Staff), effective 1995 06 19, with salary according to the salary schedule. Replacement

3. PROMOTIONS

(a) (i) That the following staff be appointed to the term position of Project Team Consultant, effective 1995 09 01, with salary according to the salary schedule. The duration of the term is to be determined:

Susan Durst (E), 1.0

John Hill (S), 1.0
Carol Ramberan (S), .5
Avanell Scherer (S), 1.0
Mary Jean Tyczynski (E), 1.0
New Positions

(ii) That Robert Morrallee (E) be appointed to the term position of Special Education Consultant, effective 1995 09 01, with salary according to the salary schedule. The duration of the term is to be determined. Replacement

(iii) That Richard Kowalchuk (S) be appointed to the position of Acting Head of Department (Visual Arts), effective 1995 09 01, with salary according to the salary schedule. Replacement

6. RETIREMENTS

(a) That the resignation of Marie Marskell (E) for the purpose of retirement, effective 1995 06 30, be accepted with regret and that the Board's gratuity be paid.

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Lesley Chiasson (E), 1995 07 03 to 1996 03 01
Allen Craven (S), 1995 09 01 to 1996 08 31
Brenda J. D'Agostino (E), 1995 08 21 to 1996 04 19
Sandra Myke (E), 1995 07 01 to 1995 11 30

(b) That the request of Carol Mulvey, Secretary (Secondary School Clerical & Secretarial Staff) for a Leave of Absence, effective 1995 07 18 to 1996 01 14, be granted.

Return from Leave of Absence

(b) That Carol Mulvey, Secretary (Secondary School Clerical & Secretarial Staff) be returned from a Leave of Absence, effective 1995 06 19.

Respectfully submitted
G. KORZ
Chairman

Board Room
1995 06 15

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Gage, Hill, Johnston, Johnstone, Korz, Mulholland, Paquin, Patenaude and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent - Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), R. Lavoie (Superintendent of Schools - French as a First Language), G. Rutledge (Controller), M. Matier (Assistant Superintendent of Schools - Mountain) and F. Cooke (Assistant Superintendent - Program).

The Committee recommends:

GENERAL

1. That the Response from the Officials to the Presentation by Thornbrae Parents Advisory Council regarding bus supervisors be received for information.

2. That the following report of the Transportation Committee be approved:

(a) That the Report of the Bus Safety Working Group be accepted as amended.

3. That the Report re Closure Schedule for the Education Centre, Dundurn Building, Mountain/Lower City Offices and Schools be referred back to the Officials.

4. That, when the Superintendent of Administrative and Operational Services is ready to report on the contract arrangements with Honeywell Limited, Special Meetings of the Operations and Finance Committee and Board be scheduled.

Respectfully submitted

Board Room
1995 06 15

M. CUNNINGHAM
Chairman

REPORT OF THE SALARY COMMITTEE

Present: Trustees Cunningham (Chairman), Hill, Mulholland and Stewart

Officials Present: R. Binns (Superintendent of Human Resources), D. Russon (Manager - Employee Relations) and R. Van Horne (Employee Relations Officer).

The Committee recommends:

GENERAL

1. That the Board ratify the Addendum to the Local Agreement reached between the Board of Education for the City of Hamilton and the O.P.E.I.U., Local 527 (representing Clerical employees and Library Technicians in Composite Secondary Schools), Years 2 and 3 of the Social Contract.

2. That the Board ratify the Memorandum of Agreement between the Board of Education for the City of Hamilton and the O.S.S.T.F., District 8, representing Office, Clerical and Technical Unit, effective 1993 09 01 to 1996 08 31.

3. That the Board extend the arrangement of Flex Time as in the Memorandum of Agreement in Clause 2. to the Professional Administrative Support Staff.

Respectfully submitted

M. CUNNINGHAM
Chairman

Committee Room
1995 06 01

ADDENDUM TO LOCAL AGREEMENT REACHED BETWEEN THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON AND O.P.E.I.U., LOCAL 527 (REPRESENTING CLERICAL EMPLOYEES AND LIBRARY TECHNICIANS IN COMPOSITE SECONDARY SCHOOLS) YEARS 2 AND 3 OF THE SOCIAL CONTRACT

1. O.P.E.I.U., Local 527 shall have one (1) representative designated by the Union to sit on the Employer/Employee Consultation Committee. The Union may have one (1) observer attend the Employer/Employee Consultation Committee at the expense of the Union.

2. The Board and the Union agree to comply with Sections 4.4 to 4.12 inclusive, of the Local Social Contract Agreement.

3. The Employer/Employee Consultation Committee will recommend strategies for restructuring, redeployment and reskilling of employees.

4. Employees appointed to the Employer/Employee Consultation Committee under the Local Social Contract Agreement shall be granted leave, without loss of salary or benefits, to attend meetings.

5. The parties agree pursuant to 5.7 (1) of the sub sectoral framework that savings achieved due to attrition and unfilled vacancies, as determined by the Board, occurring on and after April 1, 1994 will be credited to the Expenditure Reduction Target of this Bargaining Unit. Attrition credits due to retirements and resignations, where an incumbent is not replaced, are valued at the actual cost of the salaries and insured benefits of the employees leaving the workforce.

6. The parties agree that personal leaves of absence occurring on and after April 1, 1994 and where the incumbent has not been

replaced will be credited first to the member and then any excess credit to the Expenditure Reduction Target of this Bargaining Unit.

7. The Board agrees to consider any request for alternative work arrangements and temporary reductions in work time for members of O.P.E.I.U., Local 527. If approved, the unfilled portion of the vacancy will be credited to the Expenditure Reduction Target to this Bargaining Unit.

8. The parties agree to explore the feasibility of benefit savings that will be applied to the Expenditure Reduction Target of this Bargaining Unit during the period of the Social Contract. Members wishing to remove benefit entitlements during the period of the Social Contract must first discuss their options with the Union. It is understood that the Union will co-ordinate the requests on behalf of the membership.

9. The Board will implement the early retirement incentive plan through O.M.E.R.S. (Supplementary Plan 7), providing it is of no cost to the Board during the period January 1, 1994 up to and including December 31, 1995.

10. Salary increases due to promotion/acting promotion of an employee to a different position are not affected by the Social Contract. Job Evaluation and Pay Equity are not affected by the Social Contract.

11. The parties agree that effective September 1, 1994, members of this Bargaining Unit will receive the annual increment and be placed on the salary grid in accordance with their experience.

The members placement on the salary schedule shall be reinstated to the placement that the member would have been if not frozen as of June 13, 1993, prior to the new increment being added. It is understood by the parties that no retroactivity will be paid for lost increment prior to September 1, 1994.

12. Subject to achieved savings identified in accordance with other provisions contained in this agreement and applied to the Expenditure Reduction Target for this Bargaining Unit, the parties agree that during Years 2 and 3 of the Social Contract, there will be

no unpaid leave days required as a result of funds being transferred from Senior Management and O.P.E.I.U., Educational and Lunchroom Assistants to offset the expenditure credit.

13. All cost savings acquired through productivity improvements suggested by this bargaining unit which have been approved by the Board and produce measurable savings shall be applied to the Expenditure Reduction Target of this Bargaining unit.

14. In cases of disputes, section 6.5 of the Local Social Contract shall apply.

15. Copies of the addendum to the Local Social Contract Agreement will be posted in all workplaces.

16. This addendum, and the Local Social Contract Agreement will be effective commencing April 1, 1994 and expiring March 31, 1996.

Dated at Hamilton this 9th day of May, 1995.

On behalf of the Union	On behalf of the Board
_____	_____
_____	_____
_____	_____
_____	_____

MEMORANDUM OF AGREEMENTT BETWEEN THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON AND THE ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION, OFFICE, CLERICAL AND TECHNICAL UNIT

(1) The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.

(2) The undersigned representatives agree to recommend acceptance of the terms of this memorandum of agreement to their respective principals.

(3) The term of the Collective Agreement shall be from September 1, 1993 up to and including August 31, 1996.

(4) Any obvious errors or omissions in this document will be corrected in accordance with the negotiations and agreements reached between the parties.

(5) Any required renumbering, due to deletion and/or addition of clauses, will be carried out when organizing the new Collective Agreement.

Dated at Hamilton this 4th day of May, 1995.

On behalf of the Union	On behalf of the Board
_____	_____
_____	_____
_____	_____
_____	_____

16.1 Amend to Read:

The Board shall grant a leave of absence to a member in the following circumstances:

(a) up to one (1) day when the Member is scheduled to write, during working hours, an academic, trade or professional examination;

(b) one (1) day when the Member attends the Member's post-secondary graduation;

(c) up to one (1) day when the Member attends the graduation of the Member's spouse, child or step-child;

(d) to celebrate a recognized religious holiday.

Such leave as indicated in (a), (c) and (d) above shall be limited to three (3) days per year for each.

17.1 Amend to read:

A personal leave of absence may be granted by the Board to a Member, upon approval of the Member's immediate supervisor and on the recommendation of the Superintendent of Human Resources, in accordance with the conditions set out in this Article.

17.2 NEW

A member desirous of a personal leave of absence of more than four (4) weeks, shall give the Board at least four (4) weeks written notice.

22.3 Amend to read:

The extended parental leave shall not exceed two (2) years.

22.6 NEW

A Member who intends to resume employment earlier than the originally scheduled date of return, under this article, shall advise the Board four (4) weeks prior to the requested date of return.

23.5 Amend to read:

The salary that is held back together with interest shall be held in trust by the Hamilton Teachers' Credit Union.

23.6 Amend to read:

During the period of leave, the Board shall pay to the Member the amount of salary held back. The method of payment during the period of leave shall be by mutual agreement of the Board and the Member.

23.6.1 NEW

The interest earned shall be paid to the Member in the year it was earned.

28.1.2 Amend to read:

For the purpose of this Article, "Position Sharing" shall mean two bargaining unit Members sharing a position which was previously held by one of them.

28.2 Amend to read:

To be eligible for the "Position Sharing" program Members must hold the qualifications required to perform the duties of the position being shared.

28.4 Amend to read:

Members wishing a position sharing assignment shall apply in writing to the member's immediate Supervisor, with a copy to the Superintendent of Human Resources, requesting such assignment, no later than five (5) months prior to the requested start date of the assignment. The letter of application shall indicate:

(a) the name(s) of the Member(s)
(b) the present position(s) held
(c) the position to be shared
(d) the start and end date of the period of position sharing

28.8.1 Amend to read:

Change "job sharing" to "position sharing" in first line.

28.8.2 Amend to read:

At the end of the period of position sharing as outlined in clause 28.4 (d) or clause 28.8.1, as the case may be, the Members shall return to employment, subject to Article 44 - Layoff and Recall, in the former probationary or permanent positions held immediately prior to participation in the position sharing program.

29.3.1. NEW

Members wishing a reciprocal transfer shall apply in writing to the Superintendent of Human Resources requesting such a transfer.

31.1 Amend to read:

If the Board creates a new position or when any position within the bargaining unit becomes vacant, the Board shall post a notice of the position for a period of five (5) working days in all work locations covered by this Agreement. The posting period shall

commence on a Tuesday and shall close at the end of normal business hours on the fifth working day following.

32.2.1 NEW

When the Board creates a new position, the Board shall:

(a) establish the salary grade using the Job Evaluation Plan

(b) provide the Bargaining Unit with the new job description

(c) advise the Bargaining Unit of the assigned salary grade

Within six (6) months of the Board creating a new position either party may initiate a review of the new position by referring the position in question tothe Job Evaluation Committee outlined in clause 32.2.2 (a) and (b).

32.2.2 NEW

If the Board substantially changes the skills, effort, responsibilities or working conditions of a position, the parties shall:

(a) establish a Job Evaluation Committee consisting of two (2) representatives of the Bargaining Unit, appointed by the Bargaining Unit Executive, and two (2) representatives of the Board, to review the job description, collect the job data through the use of a jointly approved Position Description Questionnaire (PDQ), interview the incumbent(s) presently holding the position and the immediate Supervisor, if necessary, and determine if a change in salary grade is required;

(b) The Job Evaluation Committee shall complete its work within six (6) months of the Board substantially changing the skills, effort, responsibilities or working conditions of a position.

32.3.2 Amend clause reference from 32.2 (d) to 32.2.1 and 32.2.2

32.7 Delete.

35.2 NEW

No volunteer(s) shall have access to any information covered by the Freedom of Information and Protection of Privacy Act.

35.4 NEW (Combines and amends 35.4 & 35.5 from Union brief)

No member of the bargaining unit on probationary or permanent staff shall be laid off or suffer a reduction of or a change in normally scheduled hours of work as a result of the use of volunteers.

37.2.1 NEW

In extenuating circumstances, overtime may be performed off Board property when prior approval is obtained from the supervisor. Overtime performed off Board property shall be recorded on a time sheet and signed by both the employee and the supervisor.

40.3.1 Amend to read:

Every Member shall be granted by the Board an annual paid vacation according to the following schedule:

Years of Service Prior to September 1st.	**Entitlement**
less than 1 year	3 weeks pro rated to time worked
1 year	3 weeks
8 years	4 weeks
17 years	5 weeks
24 years	6 weeks

40.4.3 NEW

The choice of vacation time by seniority referred to in clause 40.4.2 is to be implemented only when a problem may occur in a department whereby two or more Members have chosen the same vacation period and it is necessary that one of those Members must be available to maintain the efficient operation of the department.

ARTICLE 44 LAYOFF AND RECALL

1. Renumber entire article as it is amalgamated into the existing Collective Agreement.

2. Amend all right of recall references from fifteen (15) months to sixteen (16) months.

44.10.2 NEW

For the purpose of the displacement procedure, the member is entitled, wherever possible, to the full time or part time status the member held prior to displacement.

Through the displacement process, a member may voluntarily elect to accept, on a permanent basis, a position that is less than their status (full-time/part time; 12 month/10 month) prior to displacement.

If the member makes such a choice, the Board's obligation to the member shall have been met, however, the member shall be allowed to return to the member's former position, if it becomes available within sixteen (16) months of the member's displacement.

44.14 Amend to read:

If, under these procedures a member is transferred to a position at a lower salary grade, the member's existing weekly salary rate shall be red-circled for a period up to two years, or until the rate of pay for the position catches up to or supersedes that which the member is presently receiving. In such case the member shall no longer be red circled.

At the end of the two year period the member shall then be paid at the maximum of the grade level of the position.

44.16.2 NEW

Postings of vacancies will be made available through the Union Office, for those members on the recall list.

44.18.3 NEW

During the period of recall and while working in a casual or temporary assignment, the member may elect to receive full benefit coverage, including sick days. The Board shall contribute its share of the premium cost for the member's benefit coverage. If the member withdraws from benefit coverage during the period of recall, the member shall be ineligible to re-enrol. If the member is not employed during any working month, the member shall contribute the full premium cost for such benefit coverage. Sick leave will not be granted during any month in which the employee is not employed by the Board.

ARTICLE 46 - INSURED EMPLOYEE BENEFITS

46.1 Delete

46.2 Delete

46.2.2 Renumber as 46.2

46.3 Renumber as 46.1 and remove "Effective the first of the month following date of ratification of this Agreement".

46.4.1 As per current Collective Agreement.

46.4.2 As per current Collective Agreement.

46.5.1 Delete "Effective March 1, 1993,"

46.5.2 As per current Collective Agreement.

46.5.3 Delete "Effective April 1, 1993".

46.5.4 As per current Collective Agreement.

46.5.5 As per current Collective Agreement.

46.5.6 As per current Collective Agreement.

46.5.7 As per current Collective Agreement.

46.5.8 As per current Collective Agreement.

46.6 Delete "Effective first of the month following date of ratification".

46.7 As per current Collective Agreement.

46.8.1 Amend 2nd sentence to read:

The plan shall reimburse a claimant 100% of the cost of the insured services of Basic Services and 75% of the cost of Endodontics and Periodontal based on the 1992 O.D.A. rate schedule

46.8.2 Delete.

46.8.3 Delete.

46.8.4 Amend O.D.A. rate schedule to 1992.

46.8.5 Delete.

46.8.6 Amend O.D.A. rate schedule to 1992.

46.8.7 Delete.

46.8.8 As per current Collective Agreement.

46.9 As per current Collective Agreement.

46.10.1 Delete.

46.10.2 Renumber 46.10.1 and delete, "Effective first of the month following date of ratification".

46.11.1 Amend to read:

The Board shall continue to make payroll deductions for those Members who have elected, at their own expense, to contribute the premium cost for Long Term Disability insurance coverage under the Ontario Teachers' Insurance Plan. (O.T.I.P.).

46.11.2 Amend to read:

Members who are scheduled to work half time or greater will be eligible for long term disability coverage.

46.12 (b) Amend to read:

Coverage shall remain in effect for a maximum of two (2) years from the date of death of the deceased member. Coverage shall be cancelled the first day of the month following the spouse's sixty-fifth (65th) birthday or upon remarriage.

Add Note following (d)

NOTE: In the event of the death of a Member (10 month employee) over the summer period, the thirty-one (31) day provisions in (a) above, shall be calculated from September 1st.

46.13 Amend to read:

The Board shall provide current benefit booklets to each Member during the month of October, 1995. Amendments to these booklets shall be sent to each member every second September thereafter.

46.14 As per current Collective Agreement.

46.15 As per current Collective Agreement.

RENUMBER ENTIRE ARTICLE ACCORDING TO DELETIONS AND CHANGES.

ARTICLE 50 - JOB DESCRIPTIONS NEW

50.1 NEW

The establishment of and/or revision of job descriptions shall be the responsibility of the Board.

50.2 NEW

The Board shall provide each member with a copy of the member's most recent job description that is on file with the Board.

50.3 NEW

Each time a new position is created, the job description shall be forwarded to the Union and to the incumbent.

ARTICLE 51 TUITION

51.1 NEW

Tuition reimbursement will be paid in accordance with Board Policy.

50.1 Amend to read and Renumber as 52.1

This Agreement shall be effective on the 1st day of September 1993 and remain in force until the 31st day of August 1996 and shall continue in force from year to year thereafter. In any year not more than ninety (90) days before the date of termination of the Agreement, either party shall furnish the other with notice to renegotiate the Collective Agreement.

ARTICLE 51 - AMENDMENTS Renumber as Article 53.

C.1 Amend to read:

"Casual Employee" - means a Member of the bargaining unit hired to replace an employee who is absent; who is on a leave of absence for a period of one (1) year or less; or to provide additional assistance for a period of less than one (1) year.

C.2 Amend to read:

"Temporary Employee" - means a Member of the bargaining unit hired for a continuous period of employment in the same assignment to replace a Member absent, on leave of absence or to provide additional assistance for a period of more than one (1) year to a maximum of two (2) years.

C.3 Amend to read:

A Casual Member with less than five (5) years of service with the Board as a casual, temporary and/or permanent employee shall be paid $76.15 per day.

C.4 Amend to read:

A Casual Member with five (5) or more years of service with the Board as a casual, temporary and/or permanent employee shall be paid $81.94 per day.

C.5 Amend to read:

A Casual Member who replaces an employee for a period greater than two (2) consecutive weeks shall be paid the minimum salary of the Grade level of the position for the entire length of the assignment.

C.8.1. Amend to read:

A full-time Casual or Temporary Member employed in the same assignment for a period of six (6) months or more shall receive seventy-five dollars ($75.00) per employment month worked. Such payment shall be paid in lieu of benefits and shall be paid to the Casual or Temporary Member at the end of the assignment or upon enrolment in the benefits plans.

C.8.1.1 NEW

A Casual Member who is hired on a part time basis shall be entitled to a benefit amount which is pro rated in the same proportion that the part time assignment bears to a full time assignment.

C.10.1 Amend to read:

A temporary member shall be paid the minimum rate of the Grade level, in which the position is located, in accordance with Schedule "A" - Salary and Grade levels.

C.10.2 NEW

On the anniversary day of holding the position, the temporary employee shall move to the next step level on the grid in accordance with Schedule "A".

C.13 Amend to read:

After one year of service, where there has not been a break of more than five (5) consecutive working days, a temporary member who is hired to fill a full time assignment or for extra assistance shall be entitled to two (2) days of sick leave credit per consecutive month of employment for reasons of personal injury or illness. Such sick leave shall be cumulative to the end of the assignment.

C.14 Amend to read:

Temporary Members who complete two (2) years of continuous employment in the same position shall be appointed to the probationary staff of the Board.

C.14.1 NEW

Temporary members who complete two (2) years of continuous employment while participating in a position sharing arrangement or while replacing a permanent member who is absent and who is scheduled to return to work, shall not qualify to be appointed to the probationary staff of the Board.

C.17.1 Amend to read:

For Temporary and Casual Members, hired prior to February 18, 1993, service is defined as the number of days worked in such positions and shall include any and all temporary and casual service with the Board.

C.17.2 NEW

The calculation of service for temporary or casual members hired on or after February 18, 1993 shall be defined as the number of days worked in positions covered by this Collective Agreement.

C.19 Amend to read:

The following Articles of this Collective Agreement do not apply to Casual Members:

Article 5	- Collective Agreement
Article 11	- Contracting Out
Article 15	- Bereavement Leave
Article 16	- Miscellaneous Leaves of Absence
Article 17	- Personal Leaves of Absence
Article 19	- Paternal Leave
Article 22	- Extended Parental Leave
Article 23	- Deferred Salary Leave Plan
Article 25	- Workers' Compensation Supplement
Article 26	- Sick Leave
Article 27	- Job Exchange
Article 28	- Position Sharing
Article 29	- Transfers
Article 30	- Transfer to Interim Internal Department Assignment
Article 35	- Volunteers
Article 38	- Change in Hours of Work
Article 40	- Paid Vacations
Article 43	- Probationary Period
Article 45	- Pension Plan
Article 46	- Insured Employee Benefits
Article 48	- Permanent Employee Seniority
Appendix 1	- Supplemental Unemployment Benefits

APPENDIX 1. UNEMPLOYMENT BENEFITS (SUB) PLAN

Clause 9 - Amend to read.

The duration of this plan is from September 1, 1993 until August 31, 1996.

Letter of Agreement RE: Inclement Weather - Amend to Read:
The Parties to this Agreement hereby agree to the following:

In the event that the schools are closed as a result of inclement weather and/or poor road conditions, the following provisions will apply to all Members of the bargaining unit. (Delete rest of this paragraph from current Collective Agreement.)

1. School Closing Announced by 7:00 a.m.

If a school building is officially closed, Members of the bargaining unit shall not be required to report for work. If the Education Centre, an Area Office or 220 Dundurn Street is officially closed, the Members of the bargaining unit shall not be required to report for work unless the Member has been designated as "essential". Employees with such designation shall be notified in advance by their Supervisors.

Remainder of Letter of Agreement on inclement weather as per current Collective Agreement.

Letter of Agreement Re: Employee Assistance Program - RENEW

Letter of Agreement Re: Joint Committee To Review Job Performance Appraisal System - RENEW

Letter of Agreement re: Committee to Review Article 44 - Layoff and Recall - Amend to read:

5. The committee shall review Article 44 - Layoff and Recall and make recommendations to the parties as to amendments, if any, on or before August 31, 1995.

Letter re: Identification of Those Positions Having Hours of Work Outside Normal Hours - Amend to read:

Agreement to identify those positions which have hours of work which are outside the normal working hours as defined in Clause 36.2.1 and make recommendations to the parties by June 30, 1995.

Letter of Agreement Re: Right of Recall - NEW

LETTER OF AGREEMENT BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
THE OFFICE, CLERICAL AND TECHNICAL UNIT
ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION
DISTRICT 8.
RE: RIGHT OF RECALL FOR DISPLACED MEMBERS

The parties agree that the right of recall will be extended to twenty-four (24) months from date of displacement for those Members who are displaced on or before December 31, 1995, as a result of the Board's 1995 budget deliberations.

On behalf of the Union	On behalf of the Board
_____	_____
_____	_____
_____	_____
_____	_____

Letter of Agreement Re: Professional Development Days - NEW

LETTER OF AGREEMENT BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
THE OFFICE, CLERICAL AND TECHNICAL UNIT
ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION,
DISTRICT 8.
RE: PROFESSIONAL DEVELOPMENT DAYS

The parties agree that the system Professional Development day may be used for job related Professional Development activities, at no expense to the Board. All probationary and permanent Members and those temporary and casual Members working in long term assignments may participate in this day.

On behalf of the Union	On behalf of the Board
_____	_____
_____	_____
_____	_____
_____	_____

Letter of Agreement RE: Flex Time - NEW

LETTER OF AGREEMENT BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
THE OFFICE, CLERICAL AND TECHNICAL UNIT
ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION,
DISTRICT 8.

RE: FLEX TIME

The parties agree, that from the date of ratification until August 31, 1996 and notwithstanding Article 36.2.2, flexible hours of work during July and August, Christmas Recess Period and the Mid Winter Break may be applied in the following manner.

Employees must work thirty (30) hours in each week and on any given day the hours of work must occur between 7:00 a.m. and 7:00 p.m.

Flexible hours of work as defined above will be allowed only under the following conditions:

(a) The hours of work will be mutually agreed upon by the employee and the Principal or Supervisor.

(b) An "Hours of Work" schedule shall be completed for each employee.

(c) Employees shall be given a lunch break of not less than thirty (30) minutes.

(d) The Principal/Supervisor will make the final decision on whether or not an employee will be permitted to work a flexible schedule.

The above mentioned flexible hours of work may apply, on a pro rated basis in the same proportions that the part time assignment bears to a full time assignment.

On behalf of the Union	On behalf of the Board
_____	_____
_____	_____
_____	_____
_____	_____

Letter of Agreement Re: Job Description Review Committee - NEW

LETTER OF UNDERSTANDING BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
THE OFFICE, CLERICAL AND TECHNICAL UNIT
ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION,
DISTRICT 8
RE: JOB DESCRIPTION REVIEW COMMITTEE

The parties agree that it is the responsibility of the Board to maintain job descriptions.

In order to facilitate the initial process of updating the job descriptions of the members of the bargaining unit, the parties agree to the following conditions:

1. That the parties establish a joint committee comprised of three (3) members of the bargaining unit and three (3) members from management to review job descriptions.

2. That every member of the bargaining unit be issued a copy of the most recent job description that the Board has on record for that job.

3. That within three (3) weeks of the date of issue of the job description, the member will return the job description with accompanying changes to Employee Relations.

4. That Employee Relations will send an acknowledgement to the member indicating that the changes to the job description have been received.

5. That the President of the Bargaining Unit will be informed one week prior to the deadline of those positions where Employee Relations has not received a response to the initial job description.

6. That the Job Description Review Committee shall review the submitted job data. The committee shall establish criteria to be used in determining the status of each job description. The criteria will determine into which of the following categories the job content

will fall:

1. There are no changes to the job description.
2. Changes are required to the job description.
3. Changes in job content are substantial enough in nature to forward the position to the Job Evaluation Committee.

NOTE: Any decisions made through this process shall be without prejudice to the Union's rights under the Provincial Pay Equity legislation.

7. That once the new job description is developed, the member and the member'ssupervisor will receive a copy of the job description.

8. That the supervisor will review the contents of the job description and submit major discrepancies to Employee Relations. The discrepancies will be reviewed by the Job Description Review Committee.

8.1 That the member will review the contents of the job description and submit major discrepancies to the Union. The discrepancies will be reviewed by the Job Description Review Committee.

9. That once the Job Description Review Committee has completed the task of reviewing and updating the status of the job descriptions for the bargaining unit the Committee will become obsolete.

On behalf of the Union	On behalf of the Board
_____	_____
_____	_____
_____	_____
_____	_____

Letter to Elementary and Vocational School Principals Re: Use of Volunteers in School Offices - Amend to read:

TO: ALL ELEMENTARY AND VOCATIONAL SCHOOL PRINCIPALS

During recent negotiations with the O.S.S.T.F., Office Clerical and Technical Bargaining Unit, the Union raised concerns regarding the use of volunteers in the school office to perform work which would normally be done by members of the bargaining unit.

If volunteers are to assist in the school office, it is inappropriate for them to have access to the Ontario Student Record (O.S.R.) cards, petty cash and confidential information covered by the Municipal Freedom of Information and Protection of Privacy Act.

If volunteers are assigned to the school office, the regular secretary(s) should be included in the discussion related to the assignment of tasks to the volunteers. If volunteers are answering the school telephone, it is essential that the person identifies to the caller that a volunteer is answering the call.

I wish to make it clear to you that the volunteer program is not a substitute for additional secretarial staff in the office. If additional assistance is needed in the office, you should make a request through the appropriate Superintendent of Schools.

Thank you for your continued co-operation in this matter.

Yours truly,
D.W. Goodridge,, Director of Education and Secretary.
c.- Superintendents of Schools
President, O.S.S.T.F., Office Clerical and Technical Bargaining Unit.

Letter to Managers Re: Use of Co-Op Students - NEW

1995 _____

TO: ALL MANAGERS AND PRINCIPALS WHO HAVE CO-OP STUDENTS

It has come to my attention that Co-op students are being assigned to offices as a supplement to the regular complement of staff and are performing work that would normally be done by Members of the O.S.S.T.F., Office, Clerical and Technical Bargaining Unit.

The objective of the co-op program is to provide a learning experience for students to achieve a credit towards a Secondary School diploma and to prepare them for entry into the work force. If co-op students are assigned to offices, it is inappropriate for them to have access to the Ontario Student Record (O.S.R.) cards and confidential information covered by the Municipal Freedom of Information and Protection of Privacy Act. Discretion should be used when assigning tasks to co-op students.

I wish to make it clear that the co-op program is not a substitute for clerical or technical staff.

Thank you for your co-operation in this matter.

Yours truly,

D.W. Goodridge, Director of Education and Secretary.

c.- Superintendents of Schools
President, O.S.S.T.F., Office Clerical and Technical Bargaining Unit.

Letter of Agreement RE: Temporary Internal Department Transfers - NEW

LETTER OF UNDERSTANDING BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
THE OFFICE, CLERICAL AND TECHNICAL UNIT ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION, DISTRICT 8

RE: TEMPORARY INTERNAL DEPARTMENT TRANSFERS

The parties will meet during the lifetime of the Collective Agreement, in order to reach an agreement on a pilot procedure relating to the process for temporary internal department transfers.

On behalf of the Union	On behalf of the Board
_____	_____
_____	_____
_____	_____
_____	_____

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Gage, Hill, Johnston, Mulholland and Paquin.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer) and P. Gillie (Superintendent - Administrative and Operational Services).

The Committee recommends:

GENERAL

1. That the Board invite presentations on Energy Conservation programs.

2. That the Update from the Officials re Honeywell Utility Consumption Analysis Program (HUCAP) be received for information.

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 06 19

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 07 04

The Board met.

Present: Trustees Stewart (Chairman), Cunningham, Gage, Hill, Johnston, Johnstone, MacDonald, Mulholland, Orban, Paquin and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer) and E. Bond (Superintendent of Program).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Bishop, Darby, Desmarais, Hicks, Korz, Lowe, Patenaude and Rodgerson.

GENERAL

The Chairman informed the trustees that he had received a signed petition from parents at Woodward Avenue School regarding bus supervisors.

Moved by Mr. Mulholland, seconded by Ms. Orban: That the petition be referred to the Transportation Committee. Carried.

Moved by Mrs. Hill, seconded by Mrs. Johnstone: That the General Part of the Report of the Special Meeting of the Program Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE PROGRAM COMMITTEE

Present: Trustees Stewart (Chairman Pro Tem), Gage, Hill, Johnstone, MacDonald and Patenaude.

Officials Present: D. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program) and P. Shewfelt (Superintendent of Finance and Treasurer).

The Committee recommends:

GENERAL

1. That the Report re Pilot Program: Adult and Continuing Education be received for information and the following recommendations approved:

(a) That this pilot (Credit Acceleration Program [CAP] and ACCESS Program) begin in September 1995 with appropriate advertisement.

(b) That all teachers for these programs be hired for one semester at a time with extension for second semester contingent on adequate enrolment.

Respectfully submitted

R. STEWART
Chairman Pro Tem

Board Room
1995 07 04

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 08 31

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Gage, Hill, Johnston, Johnstone, Korz, Lowe, Mulholland, Orban, Paquin, Patenaude, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City).

The Secretary noted that regrets for not being able to attend this meeting were received from Trustees Desmarais and MacDonald.

GENERAL

Moved by Miss Cunningham, seconded by Mrs. Hill: That the General Part of the Report of the Special Meeting of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Ms. Patenaude: That the General Part of the Report of the Special Meeting of the Personnel and Organization Committee be adopted. Carried.

FRENCH LANGUAGE SECTION

Moved by Mr. Paquin, seconded by Ms. Patenaude: That the Report of the Special Meeting of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mr. Korz, seconded by Miss Cunningham: That the Elementary/Secondary Part of the Report of the Special Meeting of the Personnel and Organization Committee be adopted. Carried.

The Chairman then requested the Board meet in-camera.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Gage, Hill, Johnston, Johnstone, Korz, Mulholland, Patenaude, Paquin and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), P. Gillie (Superintendent - Administrative and Operational Services), R. Binns (Superintendent of Human Resources), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools - Lower City), M. Matier (Assistant Superintendent of Schools - Mountain), S. Thompson (Assistant Superintendent of Schools - Lower City) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the Verbal Report regarding the "Teacher Training Technology Project Partnership" proposal (Hamilton Board of Education/Brock University), as submitted to the Ministry of Education and Training under the Technology Incentive Partnership Program (TIPP-1995) be received for information.

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 08 31

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: Trustees Korz (Chairman), Darby, Johnston, Mulholland, Paquin, Rodgerson and Stewart.

Also Present: Trustees Bishop, Cunningham, Gage, Hill, Johnston, Johnstone, Lowe, Orban, Patenaude and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), P. Gillie (Superintendent - Administrative and Operational Services), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools, Lower City), F. Cooke (Assistant Superintendent of Program), M. Matier (Assistant Superintendent of Schools (Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City).

The Committee recommends:

GENERAL

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

2. PERMANENT STAFF APPOINTMENTS

Confirmation

(a) That Christine Chutko be confirmed in the position of Training Assistant, Technical Services, effective 1995 07 01.

3. PROMOTIONS

(a) That Janice Tomlinson (E) be appointed to the term position of Project Team Leader (Co-ordinator), effective 1995 09 01, with salary according to the salary schedule. The duration of this term is to be determined. (New Position)

(b) That Frances Bradley be promoted to the position of Bookkeeper (Grade 8, Clerical & Technical Staff), effective 1995 09 01, with salary according to the salary schedule.
(Replacement)

7. LEAVING EMPLOYMENT

(a) That the date, 1995 08 04, for Monica Zylowski, Data Control Clerk II, Technical Services (Clerical & Technical Staff) to leave the employ of the Board be approved.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following teachers be re-appointed to the Probationary Staff, effective 1995 09 01, with salary according to the salary schedule:

Katherine Black (E)
Cynthia Campanella (E)
Stewart Cameron (E)
William Gemmill (E)
Paul Guagliano (S), 3/6 (F.T. Sem. 1 only)
Mark Hadala (E), .5
Wesley Hahn (E)
Constance Jain (E)
Sandra LaMantia (E)
Cherylin Moses (E)
Mark Moses (E)
Karen Must (E)
Lorraine Oliver (E)
Kelly Pike (S)
Maureen Reid (E)
Mark Simpson (E)
Carol Sindall (E), .5
Graham Timms (S), 3/6 (F.T. Sem. 1 only)
Pieter Toth (S), 3/6 (F.T. Sem. 1 only)
Wendy Vandenburg (E), .5
Paul Vukosa (S)

(Replacements)
16 Elementary / 3 Secondary
2 Secondary - New Program

(ii) That the following teachers be appointed to the Probationary Staff, effective 1995 09 01, with salary according to the salary schedule:

Suzanne Contant (E), .5
Joan DiBerardo (S), 3/6 (F.T. Sem. 1 only)
Kristi Downs (E)
Michael Elmer (E), .5
Kelly Hayes (E)
Christopher Heron (E)
Gregory Ireland (E)
Alice Mendelsohn (E), .9
Marguerite Richer (E) .5
Michael Popek (E)
Mark Sabourin (E)
Katrina Salai (E)
Lisa Sanelli (E)

(Replacements)
11 Elementary / 1 Secondary
2 Elementary - Ministry Funded Program

2. PERMANENT STAFF APPOINTMENTS

(a) (i) That the following teachers be re-appointed to the Permanent Staff, effective 1995 09 01, with salary according to the salary schedule:

Patricia Adam (E)
Annette Bodo (E)
Lisa Brown (E)
Kawong Chung-Shipman (E)
Jennifer Clayton (E)
Nancy Cooper (E)
Sharon Crechiola (E)
Sandra DiFelice (E)
Mary Elliott (E)
Donna Fortman (E) .5
Cynthia Goodridge (E)
Virginia Hewick (E)
Nancy Hill (E)
Jennifer Holmes-Dziuba (E)
Jennifer Kerr-Dittrich (E)

Sandra Levy (E) .4
Karen McPhee (nee Shewfelt) (E) .5
Dale Obermeyer (E)
Richard Piet (S), 3/6 (F.T. Sem. 1 only)
Roseli Pietrantonio (E)
Athanasia Psarakis (E)
Nadine Sands (E)
Lisa Savage (E)
Catherine Schnarr (E)
Deborah Smith (E) .5
Elaine Stewart (E) .5
Augustina Sturgess (E) .6
Donna Talbot (E) .5
Kathryn Tuite (E) .5
Kimberley Vallentin (E)
Catherine Webster (E) .5

(Replacements)
30 Elementary / 1 Secondary

(ii) That the following teachers be re-hired and appointed to the Permanent Staff, effective 1995 09 01, with salary according to the salary schedule:

Jeannine MacIsaac (S), 3/6 (F.T. Sem. 1 only)
Angela Middaugh (S), 3/6 (F.T. Sem. 2 only)
Janice Tomlinson (E)

(Replacements)
1 Elementary / 1 Secondary
1 Secondary - New Program

3. PROMOTIONS

(a) (i) That Lillian Somerville (E) be appointed to the position of Elementary School Vice-Principal, on a temporary basis, effective 1995 09 01 to 1995 12 31, with salary according to the salary schedule. (Replacement)

(ii) That Carrie Collins (S) be appointed to the position of Acting Assistant Head of Department (English), effective 1995 09 01, with salary according to the salary schedule. (Replacement)

4. INTERNAL APPOINTMENTS

(a) That Julie E. Morgan be appointed to the position of Probationary School Social Worker (Professional Student Services Personnel), effective 1995 09 01, with salary according to the salary schedule. (New Position)

5. TIMETABLE CHANGES

(a) (i) That the following timetable changes be approved, effective as shown, with salary according to the salary schedule:
Ann Baker (E), .7 to 1.0, 1995 09 01 to 1996 08 31
Terrence Beaupre (S), 4/6 to 6/6, 1995 09 01 to 1996 08 31
Rita Bertoldi (E), .5 to .8, 1995 09 01 to 1996 08 31
Patricia Bromwich (E), .5 to 1.0, 1995 09 01 to 1996 08 31
Trevor Chiasson (E), .5 to 1.0, 1995 09 05 to 1996 03 01
Philip Conklin (E), .5 to 1.0, 1995 09 01 to 1996 08 31
Bruce Cooke (S), 4/6 to 5/6, 1995 09 01 to Further Notice
Elizabeth D'Angelo (E), .7 to .8, 1995 09 01 to 1996 08 31
Dianne Danko (E), .5 to 1.0, 1995 09 01 to 1996 08 31
Ghislaine Dean (S), 3/6 to 5/6, (3/3 Sem. 1, 2/3 Sem.2), 1995 09 01
Sandra Della Maestra (S), 4/6 to 6/6, 1995 09 01 to 1996 08 31
Brenda Finance (E), .5 to .8, 1995 09 01 to 1996 08 31
Vanessa Gray (E), .5 to .8, 1995 09 01 to 1996 08 31
Laurie Gregory (E), .3 to .5, 1995 09 01 to 1996 08 31
Jeanette Hughes (E), .4 to .5, 1995 09 01 to 1996 08 31
Nancy Joudrie (E), .5 to .6, 1995 09 01 to 1996 08 31
Joan Massey (S), 4/6 to 5/6, 1995 09 01 to Further Notice
Deborah McAlpine (S), 4/6 to 6/6, 1995 09 01 to 1996 08 31
Karen McPhee (E), .5 to .9, 1995 09 01 to Further Notice
Wendy Mihailovich (E), .5 to 1.0, 1995 09 01 to 1996 08 31
Marlo Moore (E), .5 to 1.0, 1995 09 01 to 1996 08 31
David O'Connor (E), .8 to .7, 1995 09 01 to 1996 08 31
Linda Paradis (E), .5 to 1.0, 1995 09 01 to 1996 08 31
Heinz Plessl (S), 4/6 to 6/6, 1995 09 01 to 1996 08 31
Mark Spera (S), 4/6 to 5/6, 1995 09 01 to Further Notice
Judith Stokoe (E), .9 to 1.0, 1995 09 01 to 1996 08 31
Augustina Sturgess (E), .5 to .6, 1995 09 01 to 1996 08 31
Steven Toth (S), 4/6 to 6/6, 1995 09 01 to 1996 08 31
Beata Vertes (S), 4/6 to 6/6, 1995 09 01 to 1996 08 31
Marlene Weil (E), .7 to .9, 1995 09 01 to 1996 08 31

(Replacements)
20 Elementary / 10 Secondary

(ii) That the following extensions of timetable increases be approved, effective 1995 09 01 to 1996 08 31, with salary according to the salary schedule:

Helen Donohoe (E), .5 to 1.0
Susan Gadsby-Prest (E), .5 to 1.0
Dorothy Johnson (E), .5 to 1.0
Laura Manente (E). .5 to 1.0
Mary Lou Mauro (E), .5 to 1.0
Felicia McIntosh (E), .5 to 1.0
Suzanne Sharrett (E), .5 to 1.0

(Replacements)
7 Elementary

6. RETIREMENTS

(a) That the resignation of Louise Lieberman (E), for the purpose of retirement, effective 1995 06 30, be accepted with regret.

8. LEAVES

Leave of Absence

(a) (i) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

David Andrus (S), 1995 03 08
Cindy Cosentino (E), 1995 07 24 to 1996 03 22
Michelle A. Fawcett (E), 1995 09 05 to 1996 03 11
Barbara Hogan (E), 1995 09 01 to 1996 08 31
Julie Marshman MacCuish (E), 1995 09 05 to 1996 05 10
Marilyn M. Murray (E), 1995 09 05 to 1995 12 31
Dale Obermeyer (E), 1995 09 01
Karen Price (E), 1995 09 01 to 1996 02 22
Janet Wolfe (E), 1995 08 21 to 1996 04 19

(ii) That the request of James Warren (S) for a Leave of Absence, effective 1995 09 01 to 1996 08 31, granted at a previous meeting, be rescinded.

Secondment

(a) (i) That the secondment of Sharon O'Halloran to the position of Special Assignment Teacher, Staff Development, effective 1995 09 01 to 1996 06 30, be granted.

(ii) That the request of the Federation of Women Teachers' Associations of Ontario for the secondment of Joan Browning (E) for the position of Executive Assistant, Public Relations Services, effective 1995 09 01 to 1996 08 31, be granted and that Joan Browning be placed in the Vice-Principal Pool upon her return.

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Jane Aitken (E), 1995 09 01
Gail Andrews (E), 1995 09 01
David Andrus (S), 1995 09 01
Margaret Barnes (E), 1995 09 01
Mavis Brown (E), 1995 09 01
Douglas Burton (E), 1995 09 01
Bonnie Chapman (E), 1995 09 01
Joni Lee Clark (S), 1995 09 01
Janis Colohan (E), 1995 09 01
Cathy Erb (E), 1995 09 01 to 1996 08 31
Robert Hutchison (E), 1995 09 01
Jeannette Macynski (E), 1995 09 01
Caroline McGinnis (E), 1995 09 01
Wilmagale Morrison (E), 1995 09 01
Norval Redpath (E), 1995 09 01
Mary Rishaur (E), 1995 09 01 (.5)
Sallie Samohutin (E), 1995 09 01
Lois Tymoshuk (E), 1995 09 01

Return from Leaves of Absence

(a) That the following teachers be returned from their Leaves of Absence, effective as shown:

Faith Bland (E), 1995 09 05
Pamela Carson-White (E), 1995 09 01
Jane Fletcher (E), 1995 09 01
Katherine Goodwin (S), 1995 09 01
Jacqueline Johnson (E), 1995 09 01, (.5)
Tracey Mollon (E), 1995 09 01

Cynthia Norman (E), 1995 09 01
Mary Rishaur (E), 1995 09 01 (.5)
Sherry Romaniw (E), 1995 09 01 (.5)
Barbara Russell Morse (S), 1995 09 01
Laura Zaffiro-Smith (S), 1995 09 01

Reduced Workload Leaves

(a) (i) That the requests of the following teachers for Reduced Workload Leaves of Absence, effective 1995 09 01 to 1996 08 31, be granted:
Julie Capretta (E), 1.0 to .5
Jane Craibbe (E), 1.0 to .6
Nicolino DiLeo (S), 6/6 to 5/6 (3/3 Sem. 1, 2/3 Sem. 2)
Donna Evans (E), 1.0 to .7
Jane Fletcher (E), 1.0 to .5
Linda Geddes (E), 1.0 to .5
Mary Gledhill (E), 1.0 to .5
Alisa Greve (E), 1.0 to .5
Barbara Harper (E), 1.0 to .5
Arde Hollingsworth-McGrane (E), 1.0 to .5
Susan Kalbfleisch (E), 1.0 to .5
John Kirkland (S), 6/6 to 3/6 (F.T. Sem. 1 only)
Sylvie Losier-Sauer (E), 1.0 to .5
Barbara Makins (S), 6/6 to 4/6 (2/3 Sem. 1 & Sem. 2)
Allison Montgomery (E), .5 to .1
Elisena Mycroft (E), 1.0 to .5
Lee Raso (S), 6/6 to 4/6 (2/3 Sem. 1 & Sem. 2)
Lisa Reynolds (E), 1.0 to .5
Norma Ridge (E), 1.0 to .5
Barbara Russell Morse (S), 6/6 to 4/6 (2/3 Sem. 1 & Sem. 2)
Sebastiano Santucci (S), 6/6 to 5/6 (2/3 Sem. 1, 3/3 Sem. 2)
Katherine Scarth (S) 6/6 to 4/6 (2/3 Sem. 1 & Sem. 2)
Adele Schiedel (S), 5/6 to 3/6 (F.T. Sem. 1 only)
Joan Sutherland (S), 6/6 to 5/6 (2/3 Sem. 1, 3/3 Sem. 2)
Judith Taylor (E), 1.0 to .7
Barbara Thoman (E), .7 to .6
Suzanne Weatherdon (E), 1.0 to .5
Kathy Weber (E), 1.0 to .1
Dorothy White (S), 4/6 to 2/6 (2/3 Sem. 1 only)
Jennifer Wilson-Bridgman (E), 1.0 to .7

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(ii) That the requests of the following teachers for an extension of their Reduced Workload Leaves of Absence, effective 1995 09 01 to 1996 08 31, be granted:

Catherine Attridge (S), 6/6 to 4/6, (2/3 Sem. 1 & Sem. 2)
June Baxter (E), .7 to .5
Karen Bernyak-Bouwman (E), 1.0 to .7
Linda Chenoweth (E), 1.0 to .6
Lesley Chiasson (E), 1.0 to .5
Trevor Chiasson (E), 1.0 to .5
Linda Cooper (E), 1.0 to .9
Francoise Cyr (E), 1.0 to .5
Frances DiIorio (S), 6/6 to 4/6, (2/3 Sem. 1 & Sem. 2)l
Frances Figge (E), 1.0 to .5
Paula Gallant (S), 6/6 to 4/6, (2/3 Sem. 1 & Sem. 2)
Karen Guagliano (S), 6/6 to 3/6 (F.T. Sem. 2 only)
Anna Gusenbauer (E), 1.0 to .5
Karen Hahn (E), 1.0 to .5
Sylvia Holinaty (S), 6/6 to 3/6 (Job Share with W. Holinaty)
William Holinaty (S), 6/6 to 3/6 (Job Share with S. Holinaty)
Nancy Holmes (S), 6/6 to 4/6, (2/3 Sem. 1 & Sem. 2)
Gerald Kilby (S), 6/6 to 4/6, (2/3 Sem. 1 & Sem. 2)
Sarah Lindsay (E), 1.0 to .5
Julie Marshman-MacCuish (E), 1.0 to .8
Richard Moll (S), 6/6 to 4/6, (2/3 Sem. 1 & Sem. 2)
Barbara Moskaluk (E), 1.0 to .5
Christine Rees (E), .8 to .7
Noreen Staios (E), 1.0 to .5
Pamela Tuff (E), 1.0 to .5
Evelyn Wilkie (S), 6/6 to 4/6, (2/3 Sem. 1 & Sem. 2)
Barbara Yarwood (E), 1.0 to .5

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Return from Reduced Workload Leave

(a) That the following teachers be returned from their Reduced Workload Leaves of Absence, effective 1995 09 01 with salary according to the salary schedule:

Marilyn Brown (S), 6/6
Nancy Cooper (E), 1.0
Susanna Costa-Popovich (E), 1.0

Joanne Crossman (E), 1.0
Norma Dreossi (S), 6/6
Shirley Gunby (E), 1.0
Kathleen Johnson (S), 5/6 (2/3 Sem. 1, 3/3 Sem. 2)
Giselle Maerz (E), 1.0
Tiina Mallais (S), 6/6
Dawn Martens (E), .5
Cathy Morningstar (E), 1.0
Lynda Pyett (E), 1.0
Helen Senson-D'Addario (E), 1.0
Eileen Shannon (S), 6/6
Michael Silbert (S), 6/6
Lynsey Sober (S), 6/6
Cynthia Thomas (E), 1.0
Bonnie Turner (E), 1.0
Magdalen Tassy-Gall (E), 1.0

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9. OTHERS

(a) (i) That the request of Joan Browning (E) to relinquish her position of Acting Elementary School Vice-Principal, effective 1995 09 01, be granted.

(ii) We regret to announce the deaths of the following teachers on the dates shown:

Edna Mooney (E), 1995 06 25
Janet Verhaeghe (E), 1995 06 20

Respectfully submitted

G. KORZ
Chairman

Board Room
1995 08 31

REPORT OF THE SPECIAL MEETING OF THE FRENCH LANGUAGE SECTION

Present: Trustees Paquin (Chairman Pro Tem) and Patenaude.

Officials Present: D. W. Goodridge (Director of Education and Secretary) and R. C. Lavoie (Sueprintendent of Schools, French as a First Language).

The French Language Section recommends:

1. That the following recommendations of the Superintendent of Schools, French as a First Language, be approved:

A. STAFFING

1. Probationary Staff Appointment(s)

(a) That the following teachers be re-appointed to Probationary Staff effective 1995 09 05 with salary according to the salary schedule:
Natalie Garon-Suzuki
Serge LaRocque

2. Permanent Staff Appointment(s)

(a) That Nathalie Lauzon be re-hired and appointed to Permanent Staff effective 1995 09 05 with salary according to the salary schedule.

(b) That Josée Lapierre be reappointed to Permanent Staff effective 1995 09 05 with salary according to the salary schedule.

4. Internal Appointment(s)

That Linda Simeoni be temporarily appointed to the position of Head of Department (Visual Arts) effective 1995 09 05 to 1996 08 31 with salary according to the salary schedule.

B. OTHER

Trip(s)

That the following trip request(s) be approved.

(a) Georges-P.-Vanier, Grades 9 to OAC, Temagami Wilderness Centre, Temagami, Ontario, 1995 09 29-1995 10 02. (Friday-Monday).

* * * * * * * * * *

2. That Trustee Paquin be Chairman Pro Tem of the French Language Section until Trustee Desmarais returns.

3. That the September meeting of the French Language Section be cancelled.

Respectfully submitted

H. PAQUIN
Chairman Pro Tem

Committee Room
1995 08 31

RAPPORT EXTRAORDINAIRE DE LA SECTION DE LANGUE FRANÇAISE

Étaient présents : M. Paquin (Président par interim) et Mme Patenaude (conseillers scolaires).

Administrateurs présents : D. W. Goodridge (Directeur de l'éducation et Secrétaire) et R. C. Lavoie (Surintendant des écoles de langue française).

La Section de langue française recommande :

1. que les propositions du Surintendant des écoles de langue française soient approuvées telles que présentées aux membres :

A. DOTATION EN PERSONNEL

1. Nomination(s) du personnel enseignant stagiaire

(a) Que les enseignantes et enseignants ci-dessous mentionnés soient réaffectés au personnel enseignant stagiaire à partir du 5 septembre 1995 selon les conditions de l'entente en vigueur :
Natalie Garon-Suzuki
Serge LaRocque

2. Nomination(s) du personnel enseignant permanent

(a) Que Nathalie Lauzon soit réembauchée et affectée au personnel enseignant permanent à partir du 5 septembre 1995 selon les conditions de l'entente en vigueur.

(b) Que Josée Lapierre soit réaffectée au personnel enseignant permanent à partir du 5 septembre 1995 selon les conditions de l'entente en vigueur.

4. Nomination(s) interne(s)

(a) Que Linda Simeoni soit affectée temporairement au poste de Chef de section (Arts visuels) à partir du 5 septembre 1995 jusqu'au 31 août 1996 selon les conditions de l'entente en vigueur.

B. AUTRE

Voyage

Que la demande de voyage suivante soit approuvée :

(a) Georges-P.-Vanier, 9e au CPO, Centre de la nature de Temagami, Temagami, Ontario, les 29, 30 septembre, 1 et 2 octobre 1995. (Vendredi à lundi).

* * * * * * * * *

2. Que M. Paquin préside par interim la Section de langue française jusqu'au retour de M. Desmarais.

3. Que la réunion du mois de septembre de la Section de langue française soit annulée.

Respectueusement présent,

H. PAQUIN
Président par intérim

Salle de réunion
le 31 août 1995

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 09 14

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Hicks, Hill, Johnstone, MacDonald, Mulholland, Paquin, Rodgerson and Rogers.

Officials Present: M. Quinn (Secretary Pro Tem and Superintendent of Schools - Lower City), R. Binns (Superintendent of Human Resources), N. Nicholls (Superintendent of Schools - Mountain), P. Gillie (Superintendent - Administrative and Operational Services), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools - Lower City).

At an in-camera session, the Chairman advised that a Special In-camera Meeting of the Board was required to consider two urgent issues and obtained the members' agreement to convene the meeting without prior notice. Noting the Secretary was unable to attend tonight, the Chairman called for nominations for Secretary Pro Tem.

Moved by Mrs. Hill, seconded by Miss Cunningham: That Mr. Quinn be Secretary Pro Tem. Carried.

Moved by Miss Cunningham, seconded by Mrs. Hill: That the Report of the Salary Committee be adopted. Carried.

A public record of the Report of the Salary Committee is not included in these minutes as per Section 207 (1) (2) of the Education Act.

The meeting then adjourned.

Adopted as presented.

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Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 09 21

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee Korz.

A moment of silence was observed in the memory of the late Janet Verhaeghe, an Elementary School teacher for 16 years; the late Edna Mooney, an Elementary School teacher for 29 years; and the late Leslie Freeman, a retired Superintendent of Elementary Schools and employee for 42 years.

The Chairman presented a certificate to Tennille Wilson, a student at Delta Secondary School, in recognition of her Silver Medal Performance in the Skills Canada competition.

Trustee Lowe, on behalf of former Trustee and Chairman of the Board, Doris (Gasse) Forbes, presented the original Chairman of the Board's Chair, circa 1871.

The Chairman, in expressing the Board's appreciation to Mrs. Forbes for the donation, noted that the Chair will remain on display in the Board Room.

Moved by Mr. Mulholland, seconded by Ms. Orban: That the minutes of the last regular meeting of 1995 06 15 and special meetings of 1995 06 01, 1995 06 05, 1995 06 06, 1995 06 19, 1995 07 04 and 1995 08 31 be adopted as presented. Carried.

The Secretary read notes of thanks for the Board's expression of sympathy from the Freeman family, for the Board's retirement reception from Diane Cole, Olive Clark, Kenneth H. Elms, Bev Haslip, Mary Jojic, Faye Smith and Roy Turner and for the Board's kindness during their recent hospitalization from Trustees Desmarais and Korz. He then drew the members' attention to the correspondence from Brian Fitzgerald regarding the property tax increase, the Peel Board of Education regarding increased federal support for ESL/ESD children and the Canadian Civil Liberties Association regarding Elizabeth Bagshaw School.

Moved by Mrs. Johnstone: That the correspondence from the Canadian Civil Liberties Association be dealt with in-camera. Carried.

The Chairman agreed to deal with the item at the in-camera session at the conclusion of the public meeting.

Moved by Ms. Orban: That the Board support the Peel Board of Education's request for increased federal support for ESL/ESD children.

When Trustee Bishop referenced Rule 33 which directs items to Standing Committees before full Board consideration, the Chairman ruled the motion out of order.

Moved by Mrs. Bishop, seconded by Dr. Johnston: That the correspondence from the Peel Board of Education be referred to the Operations and Finance Committee. Carried.

Moved by Miss Cunningham, seconded by Mr. Darby: That the remaining correspondence be received and filed. Carried.

Committee reports were presented as follows:
Operations and Finance Committee - Miss Cunningham
Personnel and Organization Committee, regular and special - Mr. Mulholland

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the General Part of the Report of the Operations and Finance Committee be adopted.

Trustee Hill's requested that Clause 3. (b) be voted on separately.

Move in amendment by Miss Cunningham: That copies of this letter be sent to the Ministers of Education and Training and Finance. Carried.

Clause 3 (b), as amended, was put to a separate vote and was Carried.

Moved by Mr. Mulholland, seconded by Mr. Darby: That the General Part of the Report and Special Report of the Personnel and Organization Committee be adopted. Carried.

In Trustee Korz' absence, it was moved by Miss Cunningham, seconded by Mrs. Hill: That the Notice of Motion, presented by Trustee Korz at the June meeting, be deferred to the October meeting of the Board. Carried.

Moved by Mr. Mulholland, seconded by Mrs. Bishop: That, for the remainder of this Board year, Trustee J. Johnston be appointed as Director and Trustee Stewart as the Alternate Director for the Ontario Public School Board's Association.

The Chairman noted that Trustee Johnston has been attending the Board of Directors meetings on behalf of this Board as the Alternate Director in the Chairman's absence; however, under O.P.S.B.A. regulations, Alternate Directors cannot serve on any of the Committees created by the Board of Directors.

When the Chairman confirmed that he was in agreement with the motion and would not be attending any of the Board of

Director's meetings, it was moved in amendment by Mrs. Hill: That Trustee Bishop be the Alternate Director.

The Chairman accepted the above as a friendly amendment and the following motion was put to a vote and was Carried.

That, for the remainder of this Board year, Trustee J. Johnston be appointed as Director and Trustee Bishop as the Alternate Director for the Ontario Public School Board's Association.

FRENCH LANGUAGE SECTION

Trustee Paquin reported that the French Language Section did not meet in September.

ELEMENTARY/SECONDARY

The Secretary drew the members' attention to the letters regarding the Lunchtime Program from the Parent Advisory Committee, Fernwood Park School, George Irvine and Local 525, C.A.W. and the letter from Robin and Suzanne Ryan regarding their son not being able to attend Burkholder School.

Moved by Mrs. Bishop, seconded by Dr. Johnston: That the correspondence regarding the Lunchtime Program be referred to Operations and Finance Committee. Carried.

Moved by Mrs. Bishop, seconded by Miss Cunningham: That the correspondence from the Ryans be referred to the Officials. Carried.

Moved by Miss Cunningham, seconded by Mr. Hicks: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Mulholland, seconded by Mrs. Johnstone: That the Elementary/Secondary Part of the Report and Special Report of the Personnel and Organization Committee be adopted. Carried.

The Board then met in-camera and the following action was taken:

GENERAL

Moved by Dr. Johnston, seconded by Mr. Darby: That the correspondence from the Canadian Civil Liberties Association be received for information and that a response be forwarded with a copy to the President of the Association. Carried.

During the consideration of the Report of the Salary Committee, Trustee Darby declared a conflict of interest as a member of O.S.S.T.F. and left the Board Room.

The public session reconvened at 21:30 hours.

Moved by Miss Cunningham, seconded by Mrs. Hill: That the Report of the Salary Committee be adopted.

Trustee Darby declared a conflict of interest as a member of O.S.S.T.F. and stated he would neither debate nor vote on the Report.

The motion was put to a vote and was Carried.

A public record of the Report of the Salary Committee is not included in these minutes as per Section 207 (2) of the Education Act.

Moved by Miss Cunningham, seconded by Mr. Darby: That the Hamilton Board of Education enter into a joint study with the Wentworth County Board of Education and the Hamilton-Wentworth Roman Catholic Separate School Board to examine the feasibility of more extensive co-operation in providing student transportation services as a step towards maximizing transportation resources across the Region. Carried.

The meeting then adjourned.

Adopted as presented.

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Chairman

REPORT OF THE OPERATIONS AND FINANCE COMMITTEE EIGHTH REPORT

Present: Trustees Cunningham (Chairman), Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Gage, Hill, Johnston, Johnstone, Korz, MacDonald, Mulholland and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), P. Gillie (Superintendent - Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools -Mountain), M. Matier (Assistant Superintendent of Schools - Mountain), S. Thompson (Assistant Superintendent of Schools - Lower City) and G. Rutledge (Controller).

The Committee recommends:

GENERAL

1. That the Response from the Officials re Theatre Aquarius' request for support of a Private Member's Bill granting property tax relief be referred back to the Officials.

2. That the Report re Corporate Development Strategy be received for information and the following be approved:

(a) That the Board initiate a Request for Proposal for a Fundraising Study.

(b) That parameters for the Fundraising Study include: recommendations for a corporate development strategy, implementation plan, corporate development policy (system and school level), and staffing associated with long-term fundraising strategies (this will include examination of linkages with a grants portfolio).

(c) That a Fundraising Study Committee be appointed for the purpose of reviewing fundraising proposals and for making recommendations to the Operations and Finance Committee.

(d) That the membership of the Fundraising Study Committee as outlined include a representative from the Home and School Association and a member of the community.

(e) That recommendations regarding a Fundraising Study, including budget recommendations, be presented to the December 1995 Meeting of the Operations and Finance Committee.

3. (a) That the Report regarding the Reduction in Provincial Funding be received for information and the following recommendation be approved:

(i) That the Ministry of Education and Training announcement regarding the reduction in operating grants and the funding changes to the Canada Ontario Infrastructure Works Program be received for information.

Clause (b) amended at Board.

(b) That a letter be sent to Premier Harris expressing disappointment in the reduction to provincial education funding.

4. That the Report regarding the Energy Consortium be received for information.

5. (a) That the Interim Financial Status Report - 1995 07 31 be received for information.

b) (That percentages for Fixed, Variable and Overall totals for each Superintendency be included in the Interim Financial Status Reports and that effective July, 1996 a comparison be provided between the current and preceeding year.

6. That the Report regarding the Increase in Line of Credit be received for information and the following recommendation be approved:

(a) That the Chairman of the Board and the Superintendent of Financial Services and Treasurer be authorized to establish a line of credit of $20,000,000 with the Canadian Imperial Bank of Commerce, retroactive to 1995 07 01.

7. That the Report regarding Major Initiatives 1995/1996/1997 be received for information and the following recommendations be approved:

(a) That the following Major Initiatives for 1995, 1996 and 1997 be endorsed by the trustees:

.Accountability
.Common Curriculum
.Parent/Community Involvement
.Resource Management
.Safe Schools
.Technological Systems

(b) That a report on the implementation of these initiatives be presented on an annual basis.

8. (a) That the Report re Policy for Parent/Community Involvement be received for information and the following recommendations be approved:

(i) That the following statement be approved as the Policy for Parent/Community Involvement:

All schools will develop and implement a systematic, multi-leveled plan including School Councils that will effectively and efficiently involve parents and community.

(ii) That the action plan for development of this initiative be approved as presented.

(iii) That a comprehensive report detailing the various levels of parent and community involvement, including the formation of School Councils be brought to the Board for approval in December, 1995.

9. That Hill Park Secondary School be granted permission to obtain a liquor licence for 40th Anniversary celebrations to be held the evening of 1995 10 20.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Fernwood Park, Grades 4-5, Canterbury Hills, Ancaster, 1995 10 23-24, (Monday to Tuesday)

(ii) Queen Victoria, Grades 4-5, Canterbury Hills, Ancaster, 1995 10 23-24 (Monday to Tuesday)

(iii) Sherwood Heights, Grades 4-5, Camp Wanakita, Haliburton area, 1995 09 25-27 (Monday to Wednesday)

(iv) W.H. Ballard, Grades 4-5, Canterbury Hills, Ancaster, 1995 10 23-24 (Monday to Tuesday)

(v) Westwood, Grades 4-5, Canterbury Hills, Ancaster, 1995 10 23-24 (Monday to Tuesday)

(vi) Barton, Grades 11-OAC, Volleyball Tournament, Unionville H.S., Markham, 1995 09 15 (Friday)

(vii) Barton, Grades 11-OAC, Volleyball Tournament, York University, North York, 1995 09 29-30 (Friday to Saturday)

(viii) Delta, Grades 11-OAC, Collingwood, 1995 09 29-30, 1995 10 01 (Friday to Sunday)

(ix) Glendale, Grades 10-11, General Motors Assembly Plant, Oshawa, 1995 09 27 (Wednesday)

(x) Hill Park, Grades 10-12, Ontario Leadership Centre, Lake Couchiching, 1995 09 25-29 (Monday to Friday)

(xi) Hill Park, Grades 10-OAC, Music Camp, Cedarview Conference Centre, Bolton, 1996 02 02-04 (Friday to Sunday)

(xii) Westdale, Grade 10, Bruce National Park, Cypress Lake, 1995 09 20-22 (Wednesday to Friday)

(xiii) Westdale, Grades 9-OAC, Cross-country Meet, Trinity College, Port Hope, 1995 09 20 (Wednesday)

(xiv) Westdale, Grades 9-OAC, Pre-OFSSA Track Meet, London, 1995 10 13 (Friday)

(xv) Hill Park, Grades 11-OAC, Art/Photography Field Trip, New York City, New York, U.S.A., 1996 05 23-26 (Thursday to Sunday)

(xvi) Westmount, Grades 9-OAC, Gannon University, Erie, Pennsylvania, U.S.A., 1995 11 10-11 (Friday to Saturday)

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 09 12

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE EIGHTH REPORT

Present: Trustees Mulholland (Chairman Pro Tem), Darby, Paquin, Rodgerson and Stewart.

Also Present: Trustees Bishop, Cunningham, Hicks, Hill, Johnstone, MacDonald, Orban and Rogers.

Officials Present: M. Quinn (Secretary Pro Tem and Superintendent of Schools - Lower City), R. Binns (Superintendent of Human Resources), N. Nicholls (Superintendent of Schools - Mountain), P. Gillie (Superintendent - Administrative and Operational Services), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the Report regarding Attendance Management Policy and Procedures be received for information and the following recommendations approved:

(a) That principals and managers continue to utilize the Attendance Management Procedures, as written, to manage staff attendance.

(b) That Human Resources Services review the absentee statistics in July of 1996, recommend adjustment to the present absence interview triggers and report to the Personnel and Organization Committee in September, 1996.

2. That the Report regarding Temporary Assignments by Occupational Groups be received for information.

3. That the Report regarding Vacant or Unfilled Caretaker/Cleaner Positions be received for information.

4. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS - Nil

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS - Nil

4. INTERNAL APPOINTMENTS

(a) That the appointment of Wendy Hutton (S) to the position of Special Education Liaison Consultant (Care, Treatment and Correctional Programs: CTC - Section 27 Programs), be extended, effective 1995 09 01 to 1996 06 30. This extension is subject to Ministry of Education and Training funding and shall be reviewed annually.

5. TIMETABLE CHANGE - Nil

6. RETIREMENTS - Nil

7. LEAVING EMPLOYMENT

(a) That the date, 1995 09 15, for Gytis Grabauskas, Employee Relations Officer, Human Resources Services (Administrative Staff) to leave the employ of the Board be approved.

8. LEAVES

Leave of Absence

(a) That the requests of the following staff for a Leave of Absence, effective as shown, be granted:

Jacqueline Bookal (Assistant Caretaker, Caretaking & Maintenance Staff), 1995 07 24 to 1996 01 26

Dilys McIlveen (Cleaner, Cleaning Staff), 1995 08 07 to 1996 02 09

Doris Thomsen-Griffin (Secretary, Clerical & Technical Staff), 1995 07 03 to 1995 12 29

Leave Extension

(a) That the request of Carolyn Konrad-Giesbrecht (Secretary, Clerical & Technical Staff), for an extension of her Leave of Absence, effective 1995 06 14 to 1995 06 23, be granted.

Return from Leave of Absence

(a) That the following staff be returned from their Leaves of Absence, effective as shown:
Naomi Barker (Data Control Clerk III, Clerical & Technical Staff), 1995 07 17
Denise Dawson (Special Projects & Audit Assistant, Assessment, Administrative Staff), 1995 07 03
Carolyn Konrad-Giesbrecht (Secretary, Clerical & Technical Staff), 1995 06 26

Secondment

(a) That the request of the Hamilton-Wentworth Industry Education Council for the extension of the secondment of James O'Connor (S), effective 1995 09 01 to 1996 08 31, to serve as Executive Director, be approved.

9. OTHERS - Nil

* * * * * * * *

5. That the Staffing Report - Full Time Equivalent Positions as of 1995 08 31 be received for information.

6. That the Report on Supply Teachers as of 1995 06 30 be received for information.

7. That the Report regarding Administration of Occasional Teacher Days be received for information and the following recommendation approved:

(a) That, effective immediately, measures (as presented) be implemented to minimize the overexpenditure for the remainder of 1995.

8. That the Report on Substitute Cleaner/Casual Assistance Usage as of 1995 07 31 be received for information.

9. That the 1994 and 1995 Temporary Assistance Expenditures Report be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented.

1. PROBATIONARY STAFF APPOINTMENTS

(b) That the following staff be appointed to the Probationary Educational and Lunchroom Assistant Staff as Educational Assistants, effective 1995 09 18, with wage rate according to the Collective Agreement:

Stacey Avery-Rapaso
Cheryl Katzer (.5)
Wendy Lampman (.5)
Cheryl Wende
(Contract Compliance)

2. PERMANENT STAFF APPOINTMENTS

Confirmations

(a) That the following teachers be confirmed in the position stated, effective as shown, with salary according to the salary schedule:

Douglas Baker (E), (Elementary School Vice-Principal), 1995 09 01
Margaret Bowman (S), (Secondary School Principal), 1995 09 01
Karen Ciprietti (S), (Head of Department - Technical), 1995 09 01
Eto Corcione (E), (Elementary School Principal), 1995 09 01
Paul Daignault (S), (Head of Department - Boys' Physical and Health), 1995 09 01
Kathryne Foster (S), (Head of Department - Girls' Physical and Health), 1995 09 01
Norine Galvin (S), (Head of Department - Family Studies), 1995 02 01
Kenneth Griffin (E), (Elementary School Vice-Principal), 1995 09 01
Donald Harman (S), (Assistant Head of Department - Technical), 1995 09 01
Richard Hart (S), (Head of Department - Boys' Physical and Health), 1995 09 01
David Hutton (S), (Secondary School Vice-Principal), 1995 02 01
Barbara Jepson (E), (Elementary School Principal), 1995 09 01
Stephanie King (S), (Head of Department - Guidance), 1995 09 01
Theodore Kocznur (S), (Head of Department - History), 1995 09 01

Wanda Lane (E), (Elementary School Principal), 1995 09 01
David Mackenzie (E), (Elementary School Principal), 1995 09 01
Joseph May (S), (Assistant Head of Department - Business), 1995 09 01
Lindy Millen (E), (Elementary School Principal), 1995 02 01
Richard Neufeld (S), (Head of Department - Technical), 1995 09 01
James Poot (S), (Head of Department - Technical), 1995 09 01
Janice Reese (S), (Head of Department - Music), 1995 09 01
Michael Rehill (S), (Head of Department - Music), 1995 09 01
Carol Scaini (E), (Elementary School Principal), 1995 09 01
Lorrie Ann Wannamaker (E), (Elementary School Vice-Principal), 1995 02 01
David Wright (S), (Head of Department - Business), 1995 09 01
Catherine Youngblud (E), (Elementary School Vice-Principal), 1995 09 01

3. PROMOTIONS

(a) That Carol Taylor be appointed to the position of Acting Head of Department (Languages), effective 1995 09 01 to 1996 01 31, with salary according to the salary schedule. (Replacement)

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES

(a) That the following timetable changes be approved, effective as shown, with salary according to the salary schedule:
Tracey Austin (S), 4/6 to 5/6, 1995 09 07 to Further Notice
Angelo Costanzo (S), 4/6 to 6/6, (Section 27), 1995 09 01
Richard Gallo (S), 4/6 to 6/6, (Section 27), 1995 09 01
Katherine Joynt (S), 4/6 to 5/6, 1995 09 07 to Further Notice
Jeffrey Mackness (S), 4/6 to 6/6, (Section 27), 1995 09 01
Jody Shaboluk (S), 4/6 to 6/6, (Section 27), 1995 09 01
Robert Spree (S), 4/6 to 5/6, 1995 09 07 to Further Notice
(Replacements)

(b) That the following timetable changes be approved, effective as shown, with salary according to the salary schedule:
Anne Lennox (Secretary, Clerical & Technical Staff), .8 to .6, 1995 09 11
Eileen Maybury (Educational Assistant, Educational and Lunchroom Assistant Staff), 1.0 to .5, 1995 09 18

6. RETIREMENTS

(a) That the resignations of the following teachers for the purpose of retirement, effective 1995 11 30, be accepted with regret and that the Board's gratuity be paid:

Cecilia Aurini (E)
William David Ralph Jarden (E)
Ralph Lefevre (E)

(b) That the resignation of Gladys Kippers, Library Secretary (Clerical & Technical Staff) for the purpose of retirement, effective 1995 06 30, be accepted with regret and that the Board's gratuity be paid.

7. LEAVING EMPLOYMENT

(b) That the dates for the following staff to leave the employ of the Board be approved:

Charmaine Hanley (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 08 31
Terri Whitworth (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 08 31

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:
Josee Bergeron Scibetta (E), 1995 09 18 to 1996 03 22
Paula Gallant (S), 1995 09 18 to 1996 03 22
Beverly Zalec (E), 1995 09 18 to 1996 03 29

(b) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:
Darlene Bennett-Bauer (Psychoeducational Consultant, Professional Student Services Personnel), (.4), 1995 09 01 to 1996 06 30
Joan Dabor (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 09 05 to 1996 01 31
Daniel Horne (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 09 05 to 1996 04 30

Jane Kasapowitsch (Educational Assistant, Educational and Lunchroom Assistant Staff), (.5), 1995 09 05 to 1996 06 30
Maxine Lane (School Social Worker, Professional Student Services Personnel), (.2), 1995 09 11 to 1995 12 08
Anna Ravida-DiFazio (Speech & Language Pathologist, Professional Student Services Personnel), (.4), 1995 09 01 to 1996 06 30
Barbara Vandyk (Educational Assistant, Educational and Lunchroom Assistant Staff), (.5), 1995 09 05 to 1996 06 30
Cheryl Weston-Shepherd (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 09 01 to 1996 01 01

Leave of Absence - Date Change

(a) That the effective dates of the Leave of Absence granted to Alisa Greve (E) at a previous meeting be changed to: 1995 05 23 to 1996 01 22.

Leave of Absence - "Four Over Five"

(a) That the requests of the following teachers for Leaves of Absence under the Salary Holdback Plan ("Four Over Five") according to the Elementary Collective Agreement for the 1999-2000 school year, be granted:
Paul Lewis
Julie Marleau
Louise Quinn

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:
Nancy Kowalchuk (E), 1995 10 02 to 1995 12 31
Linda Schultz (E), 1996 01 15 to 1996 08 31

(b) That the requests of the following staff for an extension of their Leaves of Absence, effective as shown, be granted:
Joanne Castle (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 09 01 to 1996 06 30
Carol Labesh (Educational Assistant, Educational and Lunchroom Assistant Staff), (.5), 1995 09 05 to 1996 06 30
JoAnn Reitzel (Psychoeducational Consultant, Professional Student Services Personnel), 1995 09 01 to 1996 06 30
Cindy Wolf (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 09 01 to 1996 01 31 (.5)

Return from Leave of Absence

(a) That Yvonne Leegstra (E) be returned from a Leave of Absence, effective 1995 10 16.

(b) That the following staff be returned from their Leaves of Absence, effective as shown:
Marjorie Bowker (Secretary, Clerical & Technical Staff), 1995 09 05 (.3)
Josephine Falletta (School Social Worker, Professional Student Services Personnel), 1995 09 01
Rosemary Lee (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 06 26
Anna Ravida-DiFazio (Speech & Language Pathologist, Professional Student Services Personnel), 1995 06 19
Carol Renn (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 09 01

9. OTHERS - Nil

Respectfully submitted

R. MULHOLLAND
Chairman Pro Tem

Board Room
1995 09 14

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: Trustees Mulholland (Chairman Pro Tem), Darby, Johnston, Paquin, Rodgerson and Stewart.

Also Present: Trustees Bishop, Cunningham, Desmarais, Hicks, Hill, Johnstone, Lowe, Orban, Patenaude and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), R. Lavoie (Superintendent of Schools, French as a First Language) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the following recommendation of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That Anne Chaffee be appointed to the Probationary Staff (Professional Student Services Personnel Staff) as a Psychoeducational Consultant, effective 1995 09 01, with salary according to the salary schedule.
(Contract Compliance)

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Probationary Staff, effective 1995 10 02, with salary according to the salary schedule:
Tanya Sanders (E)
Timothy White (E), .5
(Replacements)

4. INTERNAL APPOINTMENTS

(a) That Vince Martorelli, Adjustment Consultant, be appointed to the position of Social Worker, Behavioural Resource Team (Professional Student Services Personnel Staff), effective, 1995 10 01 to 1997 09 30 (two-year term position) with salary according to the salary schedule.
(New Position)

8. LEAVES

Reduced Workload Leaves

(a) That the request of Catherine Schnarr (E) for a Reduced Workload Leave of Absence from 1.0 to .5, effective 1995 10 02 to 1996 08 31, be granted.

Respectfully submitted

R. MULHOLLAND
Chairman Pro Tem

Board Room
1995 09 21

MINUTES OF THE SPECIAL IN-CAMERA MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 09 28

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Lowe, Mulholland, Orban, Patenaude, Rodgerson and Rogers.

Official Present: D. Goodridge (Director of Education and Secretary).

The Secretary announced that regrets for not being able to attend this evening's meeting were received from Trustees Darby, Korz and Paquin.

GENERAL

The Special In-camera Meeting of the Board was held as part of the process in the Director's Performance Appraisal - 1995.

Following a presentation and some discusion, the meeting adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE SPECIAL IN-CAMERA MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 10 02

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Desmarais, Hill, Johnston, Johnstone, Lowe, Mulholland, Orban, Paquin, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources) and P. Gillie (Superintendent of Administrative and Operational Services).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Darby and Korz.

GENERAL

Moved by Mr. Mulholland, seconded by Miss Cunningham: That the General Part of the Report of the Special In-camera Meeting of the Personnel and Organization Committee be adopted.

Following some debate and an amendment that was adopted, Trustee Mulholland requested that the motion, as amended, be put to a recorded vote.

The motion, as amended, was Carried. Those in favour: Trustees Bishop, Johnston, Johnstone, Hill, Rogers, Lowe, Rodgerson, Paquin, Desmarais, Cunningham and Stewart. Those opposed: Trustee Mulholland.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL IN-CAMERA MEETING OF THE PERSONNEL AND ORGANIZATION OMMITTEE

Present: Trustees Mulholland (Chairman Pro Tem), Darby, Johnston, Paquin, Rodgerson and Stewart.

Also Present: Trustees Bishop, Cunningham, Desmarais, Hill, Johnstone, Lowe, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Financial Services and Treasurer), P. Gillie (Superintendent - Administrative and Operational Services) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the Report on Restructuring due to Budget Reductions, Phase II, be received for information and the following recommendations approved:

(a) Administrative and Operational Services
. eliminate 1 Data Control Clerk, effective 1996 01 01
. eliminate .5 Data Entry Clerk, effective 1996 01 01
. eliminate 1 Clerical Technical Support Services, effective 1996 06 30
. eliminate 1 Equipment Repair Technician, effective 1996 06 30
. eliminate 1 Training Assistant, effective 1996 01 01
. eliminate 1 Programming Supervisor, effective 1996 01 01
. eliminate 1 A.V. Clerk, effective 1996 06 30
. eliminate 1 Offset Press Operator, effective 1996 06 30
. eliminate 1 Senior Switchboard Operator, effective 1996 06 30
. eliminate 1 Welder, effective 1996 01 01
. eliminate 1 Welder Assistant, effective 1996 01 01
. eliminate 1 Senior Buildings Clerk, effective 1996 01 01
. eliminate 1 Work Order Clerk, effective 1996 01 01
. eliminate 1 Mechanical/Electrical Draftperson, 1996 01 01
. eliminate 1 Inspector Draftperson, effective 1996 01 01
. 2 F.T.E. reduction through reduced hours, effective 1996 04 01
. add 1 Facilities Technician, effective 1996 01 01

Clause (b) amended at the Special In-camera Board.

(b) Financial Services

. eliminate 1 Controller, effective 1996 06 30
. eliminate .5 Secretary to Controller, effective 1996 06 30
. eliminate 1 Purchasing File Clerk, effective 1996 01 01
. eliminate 1 Purchasing Standard Supplies Clerk, effective 1996 01 01
. eliminate 1 Payroll Clerk, effective 1996 06 30
. eliminate .5 Payroll Clerk, effective 1996 01 01
. eliminate 1 Transportation Supervisor, effective 1996 08 31
. eliminate .5 Senior Accounts Clerk, effective 1996 01 01
. add .5 Senior Accounting Analyst, effective 1996 01 01

(c) Human Resources Services

. eliminate 1 Program Leader - Staff Development, effective 1996 06 30
. eliminate .5 Secretary - Staff Development, effective 1996 06 30
. eliminate .5 Equity Co-ordinator, effective 1996 01 01
. eliminate .5 Safety Technician, effective 1996 01 01
. eliminate .2 Human Resources Officer, effective 1996 01 01
. eliminate 1 Records Analyst, effective 1996 01 01
. eliminate 1 Lunchroom Assistant, effective 1996 01 01

Respectfully submitted

R. MULHOLLAND
Chairman Pro-Tem

Board Room
1995 10 02

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 10 10

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Johnston, Korz, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources Services) and P. Gillie (Superintendent of Administrative and Operational Services).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Lowe and Johnstone.

ELEMENTARY/SECONDARY

Moved by Mr. Korz, seconded by Mr. Mulholland: That the Elementary/Secondary Part of the Report of the Special Personnel and Organization Committee be adopted. Carried.

The Chairman of the Board then advised members that the Chairman of the Salary Committee has requested an in-camera session of the Board be held.

Moved by Canon Rogers, seconded Miss Cunningham: That an in-camera session of the Board convene following the Operations and Finance Committee meeting. Carried.

The meeting then recessed.

At the in-camera session the Chairman called for and received the necessary two-third's majority vote to discuss the item without prior notice. A public record of the action taken is not included in these minutes as per Section 207(1)(2) of the Education Act.

The meeting then adjourned.

Adopted as presented.

.....

Chairman

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: Trustees Korz (Chairman), Darby, Johnston, Mulholland, Paquin, Rodgerson and Stewart.

Also Present: Trustees Desmarais, Hicks, MacDonald, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources Services) and P. Gillie (Superintendent - Administrative and Operational Services).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendation of the Superintendent of Human Resources be approved as presented:

3. PROMOTIONS

(a) That Suzanne Dube (S) be appointed to the position of Acting Secondary School Vice-Principal, effective 1995 10 06, with salary according to the salary schedule.
Contract Compliance
1

Respectfully submitted

G. KORZ
Chairman

Board Room
1995 10 10

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 10 19

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Hill, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City).

The Board met in-camera prior to the public session and the following action was taken:

Moved by Miss Cunningham, seconded by Mr. Korz: That the General Part of the Special In-camera Meeting of the Operations and Finance Committee be adopted.

Clause 1. was put to a recorded vote and was Carried unanimously.

The Chairman ruled that Clause 2. should be dealt with in public.

Other action taken by the Board is not included in this public record of the in-camera session as per Section 207 (2) (b) of the Education Act.

The Board then met in public.

Moved by Mr. Darby: That Clause 2. of the Report of the Special In-camera Meeting of the Operations and Finance Committee be adopted.

Several trustees spoke in opposition to the recommendation pointing to the vagueness of what was being incorporated into the mandate.

The Board's Rules and Regulations pertaining to Ad Hoc Committees were read and the Chairman ruled the recommendation out of order as the terms of reference were not "properly and clearly delineated."

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee Patenaude.

The Chairman then presented Outstanding Achievement certificates to the following recipients of the Ministry of Education and Training Award for Exemplary Practice in Integration: Doug Trimble and staff at Hillcrest School, Ken Bain and staff at G. L. Armstrong School, Gail Belisario and staff at Queensdale School and Dianne Husack and representatives of the Augmentative Alternative Communication Team. In addition, the Chairman noted that the Tri-Board School Health Support Services Program in this region received "Honourable Mention".

Moved by Canon Rogers, seconded by Mrs. Johnstone: That the minutes of the last regular meeting of 1995 09 21 and special meetings of 1995 09 14, 1995 09 28, 1995 10 02 and 1995 10 10 be adopted as presented. Carried.

The Secretary read notes of thanks for the Board's Retirement reception from Rafaella Lepore and drew the members' attention to the following correspondence: Premier Harris in response to concerns about the reduction in grants to boards, a resolution from the Victoria County Board of Education re 1996 Transfer Payments and the Co-ordinating Committee, Employment Equity, re continuation of their work.

Moved by Mrs. Bishop, seconded by Mr. Gage: That the correspondence be received and filed.

At Trustee Orban's request, the Secretary read the letter from the Co-ordinating Committee, Employment Equity.

Moved by Miss Orban: That this correspondence be referred to the Operations and Finance Committee.

No seconder was forthcoming.

Moved in amendment by Miss Cunningham, seconded by Mrs. Hill: That the letter from the Co-ordinating Committee, Employment Equity, be tabled. Carried.

The motion, as amended, was put to a vote and was Carried.

Committee reports were presented as follows:

Program Committee - Mrs. Bishop
Operations and Finance Committee - Miss Cunningham
Personnel and Organization Committee, regular and special - Mr. Korz

Moved by Mrs. Bishop, seconded by Mr. Gage: That the General Part of the Report of the Program Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mrs. Rodgerson: That the General Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Mr. Paquin: That the General Part of the Report and Special Report of the Personnel and Organization Committee be adopted. Carried.

In pursuance of his Notice of Motion presented at the June meeting of the Board, it was moved by Mr. Korz, seconded by Miss Cunningham:

That the Hamilton Board of Education write to the new Premier, urging swift action on the repeal of Bill 79 and request other Ontario boards to join in supporting this resolution.

When Trustee MacDonald distributed some information, the Chairman questioned whether the details were to be included in a report to the Board at some future time.

When Trustee MacDonald confirmed that the information will be reported to the Affirmative Action/Employment Equity Committee and then the Standing Committee, the Chairman ruled that it was inappropriate to circulate the information this evening and asked the members to disregard it.

Trustee Darby challenged the Chair and it was Lost.

Trustees in support of the motion noted the impending action by the government to remove this Act; trustees opposed offered that the process in carrying out this legislation to date has been of value to this Board.

Moved in amendment by Mrs. Hill, seconded by Mrs. Rodgerson: That the motion be tabled. Carried.

Moved by Mrs. Bishop, seconded by Mr. Darby: That the Holiday Schedule for the Education Centre, Dundurn Building, Lower City/Mountain Offices and Schools be revised and approved as follows:

(a) That the following Christmas Break Holiday Schedule, 1995, be approved:

Monday, 1995 12 25 - Christmas Day
Tuesday, 1995 12 26 - Boxing Day
Friday, 1995 12 29 - (Combination of December 22 & 29 Noon Closures)
Monday, 1996 01 01 - New Year's Day

Noting that the Board had made a decision earlier this year on the Holiday Schedule, the Chairman called for and received a two-thirds majority vote to consider the motion.

Mr. Binns confirmed that this direction has the support of the Federations and Unions.

The question was called and it was Carried.

The motion was put to a vote and was Carried.

Trustee Cunningham requested the members' permission to put the following motion on the floor: That no further action be taken pertaining to employment equity until the impact of Bill 8 can be factored into the employment equity program of this Board, and that the Employment Equity/Affirmative Action Policy, adopted by this Board in December, 1990, be suspended until the impact of the repeal can be factored into this policy.

The Chairman called for the members' wishes, noting a two-thirds vote was required. A recorded vote was requested and the members did not permit the motion to be placed on the floor. Those in favour: Trustees Mulholland, Johnstone, Lowe, Hicks, Paquin, Desmarais, Korz, Cunningham and Stewart; those opposed: Trustees Bishop, Gage, Johnston, MacDonald, Hill, Rogers, Darby and Orban.

Trustee Korz requested this item be placed on the November agenda of the Personnel and Organization Committee.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Trustee Orban gave notice that she will move or cause to be moved at the next regular meeting or special meeting called for the purpose the following motion:

WHEREAS this Board elected to reduce the number of lunchtime supervisors by approximately 50% to a total of 270 for the calendar year 1996, with a net result of one lunchtime supervisor to 80 pupils, and

WHEREAS lunchtime supervisors will cost this Board $1.2 million for this current year 1995, and a further $750,000 for the

calendar year 1996 even with systematic reductions and reduced funding, and

WHEREAS the economic climate is such that reduced transfer payments could place further financial stress on an already over-burdened taxpayer

BE IT RESOLVED THAT the Board of Education for the City of Hamilton petition all provincial school boards to cause the Harris government to revoke or modify Regulation 298, July 1989, which clearly requires principals of schools to provide supervision.... and suitable quarters for pupils to eat lunch and

BE IT RESOLVED THAT the revised Memorandum 1979-80;C; Regulation 262 also be revoked or modified which states that there is no provision in the Education Act or the Regulations that gives a board, a principal, or a parents' committee the authority to require a fee be paid for the supervision required to be provided by a principal of a school.

THEREBY giving boards, principals and parents' committees authority to make choices in the delivery of lunchtime supervision."

Moved by Mrs. Bishop, seconded by Mrs. Hill: That the Elementary/Secondary Part of the Report of the Program Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mr. Hicks: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Mr. Paquin: That the Elementary/Secondary Part of the Report and Special Report of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....

Chairman

REPORT OF THE FRENCH LANGUAGE SECTION
SEVENTH REPORT

Present: Trustees Desmarais (Chairman), Paquin and Patenaude.

Official Present: R. C. Lavoie (Superintendent of Schools, French as a First Language).

The French Language Section recommends:

1. That the following recommendations of the Superintendent of Schools, French as a First Language be approved as presented to the members :

B. OTHER

Trip

That the following trip request be approved:

a) Georges-P.-Vanier, Grades 9 to OAC, Camp "Graphite", Bancroft, ON, 1995 10 27-29. (Friday to Sunday)

* * * * * * * * * * *

2. That the News Release from the Ontario French Language Trustees' Association (AFCSO) dated 1995 07 12 re 1995-1996 Chairperson for AFCSO be received for information.

3. That the letter from the "Centre franco-ontarien de ressources pédagogiques (CFORP)" dated 1995 06 14 re Cooperative Project of Services (Services-conseils) be received for information.

4. That the Memorandum from the Ministry of Education and Training dated 1995 07 21 re In-Year Reductions to Government's Operating Support for the School Board Section in 1995-1996 be received for information.

5. That the Information Bulletin from the Ontario French Language Trustees' Association (AFCSO) dated July 1995 be received for information.

6. That the News Release from the Ontario French Language Trustees' Association (AFCSO) dated 1995 09 06 re Preliminary Report of the Working Group on the Reduction of School Boards in Ontario be received for information.

7. That the Memorandum from the "Projet d'étude sur la restructuration de l'éducation publique de langue française dans la région du Grand Toronto" dated 1995 09 15 re Request for Information be received for information.

8. That the Memorandum from the Halton Roman Catholic School Board dated 1995 06 29 re Request for Internet Project be received for information.

9. That the letter from the Conseil d'école, Georges-P.-Vanier dated 1995 10 03 re "En Bloc Transfer" be received for information and that an acknowledgement be sent.

10. That the Report on the Ontario Basic Skills Program 1994-1995 be received for information.

11. That the Verbal Report on the September 1995 Enrolment at Georges-P.-Vanier be received for information.

12. That the Verbal Report on the Common Curriculum Learning Outcomes Document be received for information.

13. That the Report on the Policy and Procedures for the Selection of Learning Resources be received for information.

14. That the Report on the "Safe Schools" Brochure be received for information.

15. That the January 1996 meeting of the French Language Section be cancelled.

Respectfully submitted

JEAN DESMARAIS
Chairman

Committee Room
1995 10 03

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE
SEPTIEME RAPPORT

Étaient présents : M. Jean Desmarais (président); M. Hubert Paquin (conseiller scolaire), Mme Marie Patenaude (conseillère scolaire).

Administrateur présent : M. R. C. Lavoie (Surintendant des écoles de langue française).

La Section de langue française recommande :

1. que les propositions du Surintendant des écoles de langue française soient approuvées telles que présentées aux membres :

B. AUTRES
Voyages

Que la demande de voyage suivante soit approuvée :

(a) Georges-P.-Vanier, 9e année-CPO, Camp "Graphite", Bancroft, ON, les 27, 28 et 29 octobre 1995. (vendredi à dimanche)

* * * * * * * * * * *

2. que le communiqué de l'Association française des conseils scolaires de l'Ontario en date du 12 juillet 1995: (Objet : Nouvelle présidence à l'AFCSO) soit reçu à titre d'information.

3. que la lettre du Centre franco-ontarien de ressources pédagogiques en date du 14 juin 1995 : (Objet: Services-conseils) soit reçue à titre d'information.

4. que la note de service du Ministère de l'Éducation et de la Formation en date du 21 juillet 1995 : (Objet : Réductions en cours d'exercice des subventions de fonctionnement du gouvernement versées aux conseils scolaires en 1995-1996) soit reçue à titre d'information.

5. que le bulletin de l'Association française des conseils scolaires de l'Ontario en date de juillet 1995 : (Objet: Infoscolaire, vol. 12, no 4) soit reçu à titre d'information.

6. que le communiqué de l'Association française des conseils scolaires de l'Ontario en date du 6 septembre 1995: (Objet : Rapport provisoire du Groupe d'étude sur la réduction du nombre de conseils scolaires en Ontario) soit reçu à titre d'information.

7. que la note de service du Projet d'étude sur la restructuration de l'éducation publique de langue française dans la région du Grand Toronto en date du 15 septembre 1995: (Objet : Demande de renseignements) soit reçue à titre d'information.

8. que la note de service du Conseil des écoles catholiques de Halton en date du 29 juin 1995 : (Objet : Partenaires-Programme en technologie 1995 [PFPT]) soit reçue à titre d'information.

9. que la lettre du Conseil d'école de l'École secondaire Georges-P.-Vanier en date du 3 octobre 1995 : (Objet : Transfert en bloc) soit reçue à titre d'information et qu un accusé réception soit envoyé.

10. que le rapport sur le programme de Formation de base de l'Ontario 1994-1995 soit reçu à titre d'information.

11. que le rapport verbal sur les inscriptions du mois de septembre 1995 à l'École secondaire Georges-P.-Vanier soit reçu à titre d'information.

12. que le rapport verbal sur les tableaux synthèses des séquences d'apprentissage selon le programme d'études commun soit reçu à titre d'information.

13. que le rapport sur la politique et les procédures régissant la sélection des ressources d'apprentissage soit reçu à titre d'information

14. que le rapport du dépliant "La sécurité dans les écoles" soit reçu à titre d'information.

15. que la date de la réunion du mois de janvier 1996 de la Section de langue française soit annulée.

Respectueusement présent

JEAN DESMARAIS
Président

Salle de comité
le 3 octobre 1995

REPORT OF THE PROGRAM COMMITTEE
EIGHTH REPORT

Present: Trustees Bishop (Chairman), Gage, Hill, Johnstone, MacDonald and Stewart.

Also Present: Trustees Cunningham, Johnston and Orban.

Officials Present: P. Shewfelt (Secretary Pro Tem and Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), P. Gillie (Superintendent - Administrative and Operational Services), F. Cooke (Assistant Superintendent of Program), S. Thompson (Assistant Superintendent of Schools -Lower City) and M. Matier (Assistant Superintendent of Schools - Mountain).

The Committee recommends:

GENERAL

1. That the verbal Update regarding Program Team Leaders be received for information.

2. That the Co-operative Education Review - Verbal Update on Actions be received for information.

3. That the verbal Report re Goals and Mandate of the Behavioural Resource Team be received for information.

4. That the January meeting of the Program Committee be re-scheduled to Tuesday, 1996 01 16 at 18:15 hours.

ELEMENTARY/SECONDARY

1. That the status report on the implementation of the Common Curriculum be received for information and the following recommendation approved:

(a) That, in view of the impending announcement from the Ministry of Education and Training regarding Provincial Reviews of student performance, a further report to the Board regarding Provincial and Board reviews and the administration of other Standardized Tests be brought back not later than February 1996.

2. That an interim report on Grade 9 Destreamed Program be presented to the June, 1996 Program Committee meeting.

3. That a report on Comprehensive Classes in the middle schools and other areas of education this may impact on be presented to the Program Committee.

Respectfully submitted

J. BISHOP
Chairman

Board Room
1995 10 12

REPORT OF THE OPERATIONS AND FINANCE COMMITTEE NINTH REPORT

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Gage, Johnston, Korz, MacDonald, Mulholland, Paquin, Patenaude and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent - Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That no further action be taken regarding the Verbal Update re Reduction of $865,000 for One Day's Pay.

2. That the correspondence from the Peel Board of Education regarding increased federal support for ESL/ESD children be received for information and that the Board of Education for the City of Hamilton support their action.

3. That the following Report of the Special Education Advisory Committee be referred back to the Committee for further evaluation:

(a) That the Report of the Integration/Accommodation Sub-Committee be received for information and the following recommendations be approved:

(i) That accessibility be considered as part of the planning in all renovations and building projects, and that architects, therapists, consumers and other stakeholders be included in the planning process.

(ii) That the Accessibility Report be updated, to include current information regarding school accessibility, and a map indicating families of schools (i.e. feeder and receiving schools)

(iii) That a long term plan for systematic upgrading of schools be developed.

(iv) That the Plant Department, in consultation with the Program Department and Superintendent of Schools and community and consumer groups, examine the Barrier Free Design Guidelines of the City of Hamilton, and consider adopting or modifying it as the standard of accessibility for all facilities owned by the Board of Education.

(v) That appropriate accommodation in a school be developed through a joint planning process between the principal, therapists, parents and student.

(vi) That fire safety operating procedures with respect to students with disabilities include:

(1) special student evacuation procedures in the student's Ontario School Record

(2) indication for the need of an evacuation plan in the IPRC documentation.

(vii) That the Student Information System be programmed to gather appropriate data to assist in the transition between schools of students with special physical needs.

ELEMENTARY/SECONDARY

1. That the Report re Kindergarten Registration Procedure be received for information and the following recommendation approved:

(a) That a Working Group be formed to examine the long term planning issues/implications as identified in Appendix 3.

2. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Adelaide Hoodless, Grades 6-8, Camp Wanakita, Haliburton area, 1996 01 21-24 (Sunday to Wednesday)

(ii) Adelaide Hoodless, Grades 6-8, Camp Wanakita, Haliburton area, 1996 06 02-05 (Sunday to Wednesday)

(iii) Hillcrest, Grade 8, Quebec City, Quebec, 1996 05 28-31 (Tuesday to Friday)

(iv) Queen Mary, Grades 6-8, Mount St. Louis, Barrie area, 1996 02 21-22 (Wednesday to Thursday)

(v) R. A. Riddell, Grade 8, Camp Wanakita, Haliburton area, 1996 01 14-17 (Sunday to Wednesday)

(vi) Tweedsmuir, Grades 6-8, Mount St. Louis/Moonstone, Barrie area, 1996 02 21-22 (Wednesday to Thursday)

(vii) Barton, OAC, Stratford Festival, Stratford, 1995 10 26 (Thursday)

(viii) Lawrence Alter. Ed., Grades 11-12, Stratford Festival, Stratford, 1995 10 18 (Wednesday)

(ix) Scott Park, Grades 10-OAC, Music Festival, Quebec City, Quebec, 1996 05 02-05 (Thursday to Sunday)

(x) Westdale, Grades 9-OAC, Holiday Valley, New York, U.S.A., 1995 12 20 (Wednesday); 1996 01 12 (Friday); 01 30 (Tuesday); 02 22 (Thursday); 03 07 (Thursday)

(xi) OFSAA Championships, Girls' Field Hockey, Grades 9-13, North York, 1995 11 02-04 (Thursday to Saturday)

(xii) OFSAA Championships, Cross-Country, Grades 9-13, London, 1995 11 04 (Saturday)

(xiii) OFSAA Championships, Boys' "A" Volleyball, Grades 9-13, West Lorne, 1995 11 24-25 (Friday to Saturday)

(xiv) OFSAA Championships, Boys' "AA" Volleyball, Grades 9-13, Bowmanville, 1995 11 24-25 (Friday to Saturday)

(xv) OFSAA Championships, Boys' "AAA" Volleyball, Grades 9-13, Brampton, 1995 11 24-25 (Friday to Saturday)

(xvi) OFSAA Championships, Girls' "AAA" Basketball, Grades 9-13, Niagara Falls, 1995 11 30-1995 12 02 (Thursday to Saturday)

(xvii) OFSAA Championships, Girls' "AA" Basketball, Grades 9-13, Strathroy, 1995 11 30-1995 12 02 (Thursday to Saturday)

(xviii) OFSAA Championships, Girls' "A" Basketball, Grades 9-13, Sturgeon Falls, 1995 11 30-1995 12 02 (Thursday to Saturday)

(xix) OFSAA Championships, Nordic Skiing, Grades 9-13, North Bay, 1996 02 29-1996 03 02 (Thursday to Saturday)

(xx) OFSAA Championships, Boys' "AAA" Basketball, Grades 9-13, Burlington, 1996 03 06-08 (Wednesday to Friday)

(xxi) OFSAA Championships, Boys' "AA" Basketball, Grades 9-13, Belleville, 1996 03 06-08 (Wednesday to Friday)

(xxii) OFSAA Championships, Boys' "A" Basketball, Grades 9-13, Parkhill, 1996 03 06-08 (Wednesday to Friday)

3. That the following correspondence regarding the Lunchtime Program be received for information and that the Chairman send letters of explanation:

(a) Parent Advisory Committee, Fernwood Park School
(b) George Irvine
(c) Local 525, C.A.W.

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 10 10

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE NINTH REPORT

Present: Trustees Korz (Chairman), Darby, Johnston, Mulholland, Paquin, Rodgerson and Stewart.

Also Present: Trustees Bishop, Cunningham, Desmarais, Gage, Johnstone, MacDonald and Orban.

Officials Present: P. Shewfelt (Secretary Pro Tem and Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources), E. Bond (Superintendent of Program), P. Gillie (Superintendent - Administrative and Operational Services) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the Report re Temporary Assignments by Occupational Groups be received for information.

2. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS - Nil

2. PERMANENT STAFF APPOINTMENTS

Confirmations

(a) That the following staff be confirmed in the position stated, effective as shown, with salary according to the salary schedule:

Robert McCann (Computer Programmer II, Clerical and Technical Staff), 1995 08 20
Tim Parrow (Computer Programmer II, Clerical and Technical Staff), 1995 08 06

Dr. Judith Wilkinson (Psychoeducational Consultant, Professional Student Services Personnel), 1995 09 01

3. PROMOTIONS - Nil

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) That the resignations of the following staff for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Amy Brown (Cleaner, Cleaning Staff), 1996 02 29
Catherine Mackie (Cleaner, Cleaning Staff), 1995 12 31
Thomas Moore (Caretaker, Caretaking and Maintenance Staff), 1995 10 31
Sophia Schimmel (Cleaner, Cleaning Staff), 1995 12 31
Dorothy Twilhaar (Cleaner, Cleaning Staff), 1996 01 31

7. LEAVING EMPLOYMENT - Nil

8. LEAVES

Leave of Absence

(a) That the request of Marie Bountrogianni (Chief Psychologist, Administrative Staff) for a Leave of Absence, effective 1995 07 10 to 1995 08 11, be granted.

Leave Extension

(a) That the request of Susan Mawson (Human Resources Officer, Administrative Staff), for an extension of her Leave of Absence, effective 1995 09 18 to 1995 11 24, be granted.

Return from Leave of Absence

(a) That the following staff be returned from their Leaves of Absence, effective as shown:

Marie Bountrogianni (Chief Psychologist, Administrative Staff), 1995 08 14

Kelsey Crawford (Secretary, Clerical and Technical Staff), 1995 09 04

9. **OTHERS** - Nil

* * * * * * * *

3. That the Staffing Report - Full Time Equivalent Positions as of 1995 09 30 be received for information.

4. That the Report on Supply Teacher Usage be received for information.

ELEMENTARY/SECONDARY

1. PROBATIONARY STAFF APPOINTMENTS

(b) That the following staff be appointed to the Probationary Educational and Lunchroom Assistant Staff as Educational Assistants, effective as shown, with salary according to the salary schedule:

Andrea Beggs, 1995 10 16
(New Position - recoverable)
C. Jean Tomlinson (.5), 1995 10 09
(Contract Compliance)

2. PERMANENT STAFF APPOINTMENTS

(a) That the following teachers be recalled and appointed to the Permanent Staff, effective 1995 09 29, with salary according to the salary schedule:

Lorenzo Binotto (S), 3/6 (3/3 Sem. 1 only)
Virginia Brisbin (S), 1/6 (1/3 Sem. 1 only)
(Contract Compliance)

Confirmation

(b) That Jean McGuire be confirmed in the position of Elementary School Library Clerk (Clerical and Technical Staff), effective 1995 06 16.

3. PROMOTIONS - Nil

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES

(a) That the following timetable changes be approved, effective as shown, with salary according to the salary schedule:

Patricia Ashton (S), 4/6 to 5/6 (3/3 Sem. 1, 2/3 Sem. 2), 1995 09 29
Roger Baxter (E), .7 to 1.0, 1995 09 29
Corinne Brown (S), 3/6 to 4/6 (1/3 Sem. 1, 3/3 Sem. 2), 1995 09 29
Valerie Bryce (S), 3/6 to 4/6 (1/3 Sem. 1, 3/3 Sem. 2), 1995 09 19
Robert Bukvic (S), 4/6 to 5/6 (3/3 Sem. 1, 2/3 Sem. 2), 1995 09 29
Suzanne Contant (E), .5 to 1.0, 1995 09 29
Rita DiCenzo (S), 4/6 to 5/6 (3/3 Sem. 1, 2/3 Sem. 2), 1995 09 29
Caryl Durst (S), 4/6 to 5/6 (3/3 Sem. 1, 2/3 Sem. 2), 1995 09 29
Michael Elmer (E), .5 to 1.0, 1995 09 29 to 1996 08 31
Irene Eves (E), .5 to 1.0, 1995 09 29
Jeannine Falasca (S), 4/6 to 5/6 (3/3 Sem. , 2/3 Sem. 2), 1995 09 29 to Further Notice
Kathryne Foster (S), 4/6 to 5/6 (3/3 Sem.1, 2/3 Sem. 2), 1995 09 29
Vanessa Gray (E), .8 to .5, 1995 10 02
Denise Hagger (S), 4/6 to 5/6 (3/3 Sem. 1, 2/3 Sem. 2), 1995 09 29
Jane Hashimoto-Banks (E), .5 to 1.0, 1995 09 29
Patricia Jessop (E), .8 to 1.0, 1995 09 29
Rita Knapp (E), .5 to 1.0, 1995 09 29 to 1996 08 31
Victoria Kudrenski (S), 4/6 to 5/6 (3/3 Sem. , 2/3 Sem. 2), 1995 09 29
Melinda Lula (S), 4/6 to 5/6 (3/3 Sem. 1, 2/3 Sem. 2), 1995 09 29
Darlene McIlveen (S), 4/6 to 5/6 (3/3 Sem.1, 2/3 Sem. 2), 1995 09 29
Angela Middaugh (S), 3/6 to 6/6 (3/3 Sem.1 and Sem. 2). 1995 09 06
Diane Nishizaki (E), .5 to 1.0, 1995 09 29
Arleen Outlaw (E), .7 to 1.0, 1995 09 29 to 1996 08 31
Donna Prystie (S), 4/6 to 5/6 (3/3 Sem. 1, 2/3 Sem. 2), 1995 09 29 to Further Notice
Delores Ruff (S), 4/6 to 5/6 (3/3 Sem. 1, 2/3 Sem. 2), 1995 09 29
Linda Smith (S), 4/6 to 5/6 (3/3 Sem. 1, 2/3 Sem. 2), 1995 09 29
Patricia Smith (E), .5 to .8, 1995 09 01 to 1996 08 31
Augustina Sturgess (E), .6 to .9, 1995 10 02 to 1996 08 31
Kathryn Tuite (E), .5 to 1.0, 1995 09 29
Michelle Visca (S), 4/6 to 5/6 (3/3 Sem. 1, 2/3 Sem. 2), 1995 09 29

Gloria Woodruff (E), .5 to 1.0, 1995 09 29
4.0 Elementary - Additional Language Grant
(Contract Compliance)

6. RETIREMENTS

(a) (i) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and the Board's gratuity be paid:

Craig Ashbaugh (E), 1996 01 31
Michael Flynn (S), 1996 01 31
Gwenda Jocelyn (S). 1996 01 31
John Smith (E), 1996 01 31
Verna Tandan (S), 1996 01 31
Peter G. Williams (S), 1996 01 31

(ii) That the resignation of Lois Tymoshuk (E) for the purpose of retirement, effective 1995 12 31, be accepted with regret.

7. LEAVING EMPLOYMENT - Nil

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Jennifer Beavers (E), 1995 11 20 to 1996 05 24
Nancy Cooper (E), 1995 10 30 to 1996 08 31
Jennifer McConnell (S), 1995 12 18 to 1996 06 21
Arlene Sargeant (E), 1996 01 08 to 1996 03 15
Elizabeth Sharples (E), 1995 10 02 to 1995 12 31
Ron Vine (E), 1995 10 02 to 1996 02 29

(b) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:

Jan McLarty (Educational Assistant, Educational and Lunchroom Assistant Staff), 1995 10 30 to 1996 06 30
Norma Rookwood (Secretary, Clerical and Technical Staff), 1995 11 17 to 1996 06 28

Leave Extension

(a) That the request of Marilyn M. Murray (E) for an extension of her Leave of Absence, effective 1996 01 01 to 1996 01 31, be granted.

(b) That the request of Moira Donaldson (Administrative Assistant, Administrative Staff) for an extension of her Leave of Absence, effective 1995 09 11 to 1995 11 03, be granted.

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence and assigned teaching duties, effective as shown:
Janice Boose (E), 1995 10 30 (1.0)
Lynette Gossen (E), 1995 11 06
Linda Rempel (E), 1995 10 02

(b) That Elaine Nowell (Student Records Secretary, Secondary School Clerical and Secretarial Staff) be returned from her Leave of Absence, effective 1995 09 28.

9. OTHERS

Reciprocal Transfers

(a) (i) That the following teachers be transferred from the Elementary Panel to the Secondary Panel, effective 1995 09 01, with salary according to the salary schedule:

Harland Izatt (E)
Alison Tweedy (E)

(ii) That the following teachers be transferred from the Secondary Panel to the Elementary Panel, effective 1995 09 01, with salary according to the salary schedule:

Murray Lumley (S)
William Manson (S)

Respectfully submitted

G. KORZ
Chairman

Board Room

1995 10 12

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: Trustees Korz (Chairman), Darby, Johnston, Mulholland, Paquin, Rodgerson and Stewart.

Also Present: Trustees Desmarais, Hicks, MacDonald, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources Services) and P. Gillie (Superintendent - Administrative and Operational Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

6. RETIREMENTS

(a) That the resignations of the following staff for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Joseph Chapman (Caretaker, Caretaking and Maintenance Staff), 1995 10 31

Ronald Green (Site Leader, Administrative Staff), 1995 11 30

ELEMENTARY/SECONDARY

1. That the following recommendation of the Superintendent of Human Resources be approved as presented:

6. RETIREMENTS

(a) That the resignation of Gayle O'Neill (Secretary, Clerical and Technical Staff) for the purpose of retirement, effective 1995 12 31, be accepted with regret and that the Board's gratuity be paid.

Respectfully submitted

G. KORZ
Chairman

Board Room
1995 10 19

REPORT OF THE SPECIAL IN-CAMERA MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Gage, Hill, Johnston, Johnstone, Korz, MacDonald, Mulholland, Patenaude, Paquin and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), P. Gillie (Superintendent - Administrative and Operational Services), R. Binns (Superintendent of Human Resources), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools, Lower City), N. Nicholls (Superintendent of Schools, Mountain), M. Matier (Assistant Superintendent of Schools, Mountain), S. Thompson (Assistant Superintendent of Schools, Lower City) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the Report regarding a Reciprocal Rental Exchange between the Corporation of the City of Hamilton and the Board of Education for the City of Hamilton for the Use of Recreational Facilities be received for information and the following recommendations approved:

(a) That the Reciprocal Exchange between the Corporation for the City of Hamilton and the Board of Education for the City of Hamilton for the use of recreational facilities be approved.

(b) That the Board approve pursuing further negotiations with the City of Hamilton regarding the expanded use of Board owned facilities and grounds.

(c) That the Reciprocal Agreement, along with a re-drafted rental rate policy be presented to Board for approval at December meeting of the Operations and Finance Committee.

Clause 2. Lost at Board.

2. That the issue of Rate Negotiations be referred to the Transportation Committee.

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 10 19

MINUTES OF THE SPECIAL IN-CAMERA MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 10 26

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Desmarais, Korz, Johnston, MacDonald, Mulholland, Orban, Paquin and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary) and M. Quinn (Superintendent of Schools - Lower City).

The Secretary noted regrets for not attending were received from Trustees Darby, Hicks, Lowe and Patenaude.

GENERAL

Moved by Miss Cunningham, seconded by Mr. Korz: That the General Part of the Report of the Special In-camera Operations and Finance Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL IN-CAMERA MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Desmarais, Orban, Rogers and Stewart

Also Present: Trustees Bishop, Mulholland, Johnston, Paquin and Korz.

Officials Present: D. W. Goodridge (Director of Education and Secretary) and M. Quinn (Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the twenty day suspension of a student within our system be extended until the conclusion of the expulsion hearing by the Board scheduled for 1995 11 16.

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 10 26

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 11 01

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Hill, Johnston, Johnstone, MacDonald, Mulholland, Orban, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain) and M. Matier (Assistant Superintendent of Schools - Mountain).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Desmarais, Gage, Korz, Lowe, Paquin and Patenaude.

ELEMENTARY/SECONDARY

Moved by Mrs. Rodgerson, seconded by Ms. Orban: That the Elementary/Secondary Part of the Report of the Special Meeting of the Personnel and Organization Committee be adopted. Carried.

GENERAL

Response to the Interim Report of the Ontario School Board Reduction Task Force

In introducing the above report, Mr. Goodridge expressed appreciation to all employee groups who took part in discussions and who participated by submitting a response, noting that such responses are captured in the report. He added his appreciation to Gayla Brock-Woodland, Public Relations Officer, to all

Superintendents for their support, in particular Superintendents Shewfelt and Binns. He emphasized that this response is presented on behalf of the system and Senior Management.

Several trustees expressed their support for the response highlighting that the theme - that amalgamation must be a local decision - is in common with other boards in the province and the Ontario Public School Boards' Association.

Moved by Dr. Johnston, seconded by Miss Cunningham: 1. That the following be adopted as the position of the Board of Education for the City of Hamilton relative to the Interim Report's proposed amalgamation of our Board with the Wentworth County Board of Education:

(a) It is the position of the Board of Education for the City of Hamilton that amalgamation of our Board with the Wentworth County Board of Education should not be given further consideration until a collaborative feasibility study is conducted by the Ministry of Education and Training that would provide the Ministry, Board, parents and ratepayers in both municipalities with detailed information on the following:

. demonstrated benefits to students in the City of Hamilton;
. impact on present quality of education and access to programs and services;
. the allocation of funds to the classroom to maintain educational opportunities;
. impact on local taxpayers in terms of projected mill rates and reliance on property tax;
. the benefits of amalgamation versus increased co-operation and collaboration with area boards, such as current shared service agreements, partnerships and consortiums;
. the impact on grant equity;
. the short and long-term costs of amalgamation (such as start-up costs related to labour relations, capital requirements, merging automated systems, programs, policy integration, transportation, administrative procedures, audit and legal fees, pay equity, retraining, etc.);
. the impact on current cost-sharing initiatives and consortiums with local area boards (public and separate) and education institutions (college and university);

. the impact of amalgamation on collective agreements and resulting cost factors;
. operating costs and average cost per pupil based on uniform information-gathering specifications, such as the Ministry's recently developed Costing Framework for Education Finance Reform.

2. That the Response to the Interim Report of the School Board Reduction Task Force be forwarded to Mr. John Sweeney, Chair of the Ontario School Board Reduction Task Force, as the official response of the Board of Education for the City of Hamilton.

3. That the Board of Education for the City of Hamilton forward a copy of the attached Response Paper to the Ontario Public School Boards' Association (OPSBA) underscoring our belief that amalgamation, if it is to be considered, must be a local decision. This supports OPSBA's position that: "changes to school-board boundaries must be considered and agreed upon at the community level where parents, taxpayers, students and others may participate in decisions about their public school system."

Other trustees in support of the motion hoped that the Task Force will give the response due attention, weight, value and merit; noted that it does not oppose amalgamation but stresses the need for a feasibility study; and it highlights the lack of a cost analysis from the government of the various proposals.

Mr. Goodridge responded to Trustee Bishop's concern that the report makes reference to the "sub text" within the Task Force report (linking of the Hamilton Separate School system with Halton County and the impact this would have on the delivery of community services within this region).

The Chairman pointed out that the Task Force report is an interim report.

Mr. Goodridge responded to a question that it is the Board's responsibility to communicate its position as adopted. He noted that it will be shared with the media, a Press Release will be issued following this evening's meeting and copies will be made available to the Principals within the system.

Trustee Bishop suggested communicating the Board's position with parents and forwarding a copy of the full response to the Regional Chairman.

When Trustee Rogers recalled that last year the Board adopted a motion to explore the possibility of amalgamation, Mr. Goodridge agreed to incorporate a reference to the action taken in 1994 in the covering letter.

Trustee Mulholland recalled the Board's resolution was based on the Ministry funding a feasibility study and suggested that this aspect be included.

Trustee Johnston suggested that the Board become proactive and share with the Sweeney Task Force and the Ministry of Education and Training ways in which further savings can take place. Noting that the Ontario Public School Boards' Association has proposed six different areas that can save school boards significant monies, he suggested that senior management take these areas under consideration and report their findings at some future date.

The motion was put to a vote and was Carried unanimously.

The meeting then adjourned.

Adopted as presented.

.....

Chairman

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL AND ORGANIZATION COMMITTEE

Present: Trustees Rodgerson (Chairman Pro Tem), Darby, Johnston, Mulholland and Stewart.

Also Present: Trustees Johnstone, MacDonald, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Financial Services and Treasurer) and P. Gillie (Superintendent, Administrative and Operational Services).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendation of the Superintendent of Human Resources be approved as presented:

3. PROMOTIONS

(a) (i) That Catherine Youngblud (E) be appointed to the position of Acting Principal of an Elementary School, effective 1996 01 01, with salary according tothe salary schedule. (Replacement)

(ii) That the following teachers be appointed to the temporary position of Vice-Principal of an Elementary School, on an interim basis, effective as shown, with salary according to the salary schedule:
T. Charles Buttle (E), 1995 11 02
Susan Ward (E), 1996 01 01
Replacements

Respectfully submitted

S. RODGERSON
Chairman Pro Tem

Board Room
1995 11 01

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 11 14

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Hicks, Johnston, Mulholland, Paquin, Patenaude, Rodgerson and Rogers.

Official Present: D. W. Goodridge (Director of Education and Secretary).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustees Gage and Orban.

Action taken by the Board is not included in this public record of the in-camera session as per Section 207 (1) (2) of the Education Act.

The meeting then adjourned.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 11 16

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Johnston, Johnstone, Korz, Lowe, MacDonald, Mulholland, Orban, Paquin, Patenaude, Rodgerson and Rogers.

Officials Present: D. W. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), E. Bond (Superintendent of Program), R. Binns (Superintendent of Human Resources Services), P. Gillie (Superintendent of Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), R. Lavoie (Superintendent of Schools, French as a First Language), F. Cooke (Assistant Superintendent, Program), M. Matier (Assistant Superintendent of Schools, Mountain) and S. Thompson (Assistant Superintendent of Schools, Lower City).

The Board met in-camera prior to the public meeting and the following action was taken:

GENERAL

Student Expulsion Hearing

At 18:20 hours, the Chairman called the meeting to order and stated the purpose of this hearing was to consider a recommendation for the expulsion of a student in our system.

The Chairman announced the following people in attendance: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Gage, Hicks, Johnston, Johnstone, Orban, Paquin, Patenaude, Rodgerson and Rogers; D. Goodridge, Director of Education and Secretary; M. Quinn, Superintendent of Schools - Lower City; the Principal of the school where the student was enrolled; R. Millar as the recording secretary.

Upon conclusion of the presentation, the Chairman invited questions for clarification, following which, the Chairman thanked the officials and asked that the record show the following people left the meeting room: D. Goodridge, M. Quinn and the principal.

Moved by Miss Cunningham, seconded by Mrs. Johnstone: That the student be expelled from the Board of Education for the City of Hamilton, effective 1995 11 16.

During the debate, the Chairman offered to recall the officials to seek further clarification to a trustee's questions and the following officials returned to the meeting room: D. Goodridge, M. Quinn and the principal.

Following the questions for clarification, the officials and the principal wre again requested to retire from the meeting room.

Following further deliberations, the Chairman put the motion to a vote and it was Lost.

The Chairman asked that the record show that D. Goodridge, M. Quinn and the principal returned to the meeting room.

The Chairman read the motion and reported that the motion was defeated.

The meeting then recessed for 10 minutes.

At the resumption of the in-camera meeting, it was noted that the following Trustees were also in attendance: Trustees Mulholland, MacDonald, Lowe and Korz. Officials present were: P. Shewfelt (Superintendent of Financial Services and Treasurer), P. Gillie (Superintendent of Administrative and Operational Services), E. Bond (Superintendent of Program) and F. Cooke (Assistant Superintendent of Program).

The members considered a Report of the Salary Committee which was subsequently adopted at the public meeting of the Board.

The meeting then recessed at 19:25 hours.

The regular meeting of the Board convened at 20:00 hours and the Chairman called on former Trustee Paul McWhinnie to present the 1995 Recognition of Excellence Award to Beverley Lasky, a teacher at George R. Allan School, and Helen Valenzuela, a teacher at Sherwood Secondary School. Mr. McWhinnie, who was instrumental in establishing this Award, spoke of each teacher's initiative in organizing unique learning opportunities for students: Ms. Valenzuela in the area of telecommunications which helped students, staff and the school community to understand and access technical advancements; Ms. Lasky concerning the Holocaust and values about humanity which educated students about the human side of events and their implication for our ability to work, live and grow together.

Moved by Miss Cunningham, seconded by Ms. Orban: That the minutes of the last regular meeting of 1995 10 19 and special meetings of 1995 10 26 and 1995 11 01 be adopted as presented. Carried.

The Secretary read notes of thanks for the Board's Quarter Century dinner from Sandy Flegg and Paul Simpson. He then drew the members' attention to the response from the Brant County Board of Education re the Eaton Case.

Moved by Mr. Darby, seconded by Mrs. Rodgerson: That the correspondence be received and filed. Carried.

Committee reports were presented as follows:
French Language Section - Mr. Desmarais
Program Committee - Mrs. Bishop
Operations and Finance Committee , regular and special - Miss Cunningham
Personnel and Organization Committee - Mr. Korz
Salary Committee - Miss Cunningham

Moved by Mr. Desmarais, seconded by Canon Rogers: That the General Part of the Report of the French Language Section be adopted.

Trustee Desmarais noted the intent of the recommendation from the French Language Section is to indicate the Section's

support for the En Bloc transfer of Georges-P.-Vanier Secondary School. Emphasizing the Section fully understands that the transfer is of common jurisdiction, Trustee Desmarais stated he would like to make a motion to move Clause 1. back into the main body of the Report of the French Language Section.

When the Chairman asked if Trustee Desmarais was intending to move Clauses 1. (a), (b) and (c) into the exclusive jurisdiction of the French Language Section report, Trustee Desmarais reiterated the interest on the part of the Section to have some indication that the Board is prepared to enter into negotiations around the eventual transfer of G. P. Vanier.

The Chairman confirmed that the Board would likely deal with the issue in December, either at the regular meeting or a special meeting called for that purpose.

Moved in amendment by Mr. Darby, seconded by Canon Rogers: That the motion be tabled and that a Special In-camera Meeting of the Board be called to consider the potential En Bloc transfer of Georges-P.-Vanier Secondary School.

The Chairman noted that, while a tabling motion is not debatable, he would permit debate in view of the second part of the amendment.

When Trustee Mulholland suggested that this issue should be considered under Elementary/Secondary, the Chairman declared that it was of General jurisdiction.

The amendment was put to a vote and was Carried.

Moved by Mrs. Bishop, seconded by Mrs. Johnstone: That the General Part of the Report of the Program Committee be adopted. Carried.

Moved by Mrs. Johnstone, seconded by Ms. Patenaude: That the members express to Judith Bishop their appreciation for the effective and competent manner in which the meetings of the Program Committee have been conducted throughout this past year. Carried.

Moved by Miss Cunningham, seconded by Mr. Desmarais: That the General Part of the Report and Special Report of the Operations and Finance Committee be adopted.

Trustee Bishop noted that Clause 3 (a) was viewed by some schools as undermining their careful planning process relative to their budget expenditures and suggested caution around similar actions in future years.

The motion was put to a vote and was Carried.

Moved by Mr. Desmarais, seconded by Mr. Hicks: That the members of the Operations and Finance Committee express their appreciation to Margaret Cunningham for her leadership and forthright manner in Chairing this Committee through the past year. Carried.

Moved by Mr. Korz, seconded by Miss Cunningham: That the General Part of the Report of the Personnel and Organization Committee be adopted.

Canon Rogers requested that Clauses 6. (a) and (b) be voted on separately.

Moved in amendment by Dr. Johnston, seconded by Mrs. Bishop: That Clause 6. be deferred until the proposed changes in Ontario's employment equity legislation become law.

In speaking to the amendment, Trustee Johnston cited the latest advice offered to the Ontario Public School Boards' Association that there is no legal reason to put either the research or policy on hold and submitted that to place a moratorium on the Board's policy would be morally and ethically wrong.

Trustees opposed to the motion noted the certainty of new legislation governing this area of employment and which will prohibit the use of the data gathered to date. The Board cannot afford to spend money on efforts which will become redundant.

Trustees in support of the amendment questioned the suspending of the policy based on conjecture and noted that the

Board, as an employer, must set standards whether there is legislation or not. It emphasized the collection of data is completed and that was the most costly aspect of the directions given by the previous government.

The amendment was put to a recorded vote and was Lost. Those in favour: Trustees Mulholland, Bishop, Gage, Johnston, MacDonald, Rogers and Orban; those opposed: Trustees Johnstone, Darby, Lowe, Hicks, Rodgerson, Paquin, Patenaude, Desmarais, Korz, Cunningham, and Stewart.

Suggesting that Clause 7. was out of order until a motion that was tabled in March, 1995 is dealt with and the pertinent information presented, it was moved in amendment by Mr. Mulholland, seconded by Ms. Orban: That Clause 7. be referred back to the Personnel and Organization Committee.

The Chairman ruled the amendment out of order as Clause 7. does not impact on the tabled motion.

Trustee Mulholland challenged the Chair and it was Lost.

Clause 7. was put to a separate vote and was Carried.

The remainder of the Report was put to a vote and was Carried.

Moved by Mr. Darby: That the members acknowledge the conscientious efforts of Mr. Geoff Korz in the efficient way in which he has conducted the meetings of this Committee this past year. Carried.

Moved by Miss Cunningham, seconded by Mr. Mulholland: That the Report of the Salary Committee be adopted. Carried.

In pursuance of the Notice of Motion given at the last meeting, it was moved by Ms. Orban, seconded by Mr. Korz: (a) That the Board of Education for the City of Hamilton petition all provincial school boards to cause the Harris government to revoke or modify Regulation 298, July 1989, which clearly requires principals of schools to provide supervision.... and suitable quarters for pupils to eat lunch.
and

(b) That the revised Memorandum 1979-80;C; Regulation 262 also be revoked or modified which states that there is no provision in the Education Act or the Regulations that gives a board, a principal, or a parents' committee the authority to require a fee be paid for the supervision required to be provided by a principal of a school,
Thereby giving boards, principals and parents' committees authority to make choices in the delivery of lunchtime supervision.

Speaking to the motion, Trustee Orban noted her intent is to petition the government to ease the mandate requiring supervision of pupils at lunchtime and to give boards of education the authority to make creative choices in delivery of lunchtime services. She offered that the result would be a better delivery of lunchtime services and saving of tax dollars.

Moved in amendment by Mrs. Bishop, seconded by Dr. Johnston: That this motion be referred to the Officials for a report to be brought back to the Operations and Finance Committee. Lost.

The motion was put to a vote and was Lost.

Moved by Mr. Mulholland, seconded by Mr. Hicks: That the action to increase the allowance for the trustees and the Chairman of the Board by 2.3% as directed by the motion "That effective 1990 07 01 the allowance for the trustees and the Chairman of the Board of Education for the City of Hamilton be increased/decreased yearly, effective the month of December, by the annual percentage change in the October Canadian Consumer Price Index (adopted by the Board in June, 1990) be postponed indefinitely.

Trustees in support of the motion felt it would be unfair to

the Salary Committee and the bargaining units to imply, by example, that a raise is acceptable and felt the members should show leadership in this area.

Trustees opposed cited the lack of influence this direction would have on negotiations as well as the fact that trustees can individually accept or reject the increase.

The motion was put to a vote and was Lost.

Moved by Mrs. Lowe, seconded by Miss Cunningham: That the Board reaffirm the Trustee Honorarium policy adopted in June, 1990.

When the need for a motion when there is an established policy was questioned, the Chairman ruled that the trustees would be taking an increase from the taxpayers and, on that basis, he was prepared to accept the motion.

The motion was put to a recorded vote and was Carried. Those in favour: Trustees MacDonald, Johnstone, Rogers, Darby, Lowe, Rodgerson, Paquin, Patenaude, Cunningham and Stewart. Those opposed: Trustees Mulholland, Bishop, Gage, Johnston, Orban, Hicks, Desmarais and Korz.

Moved by Dr. Johnston, seconded by Mrs. Lowe: That the members extend to Mr. Stewart their appreciation for the time and effort he has devoted to his role as Chairman of the Board of Education for the City of Hamilton and for the strong and effective manner in which he has Chaired the meetings of the 1995 Board. Carried.

Trustee Mulholland attempted to lift a tabled motion from the 1995 03 27 Special Meeting of the Operations and Finance Committee; however, no seconder was forthcoming.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report of the French Language Section be adopted. Carried.

Moved by Ms. Patenaude, seconded by Mr. Paquin: That the members of the French Language extend to Mr. Desmarais their appreciation for the courteous and efficient manner in which he has Chaired the meetings of the French Language Section in 1995. Carried.

ELEMENTARY/SECONDARY

The Secretary drew the members' attention to the correspondence from T. Fulton, Principal, Sir Allan MacNab Secondary Schools regarding their Awards Assembly.

Moved by Mr. Korz, seconded by Mrs. Rodgerson: That the correspondence be received and filed. Carried.

Trustee Mulholland gave notice that he will move or cause to the moved at the next regular meeting or special meeting called for that purpose the following motion:

WHEREAS the student population at Georges P. Vanier is presently 503, and

WHEREAS this number will be reduced by approximately 125 in September 1996 when a new French Language facility will open in the Kitchener area, and

WHEREAS the graduating class will further reduce this number by approximately another 100 students, and

WHEREAS this number may be further reduced if the Hamilton-Wentworth Roman Catholic Separate School Board decides not to direct their Grade 8 graduates to the Vanier program,

BE IT RESOLVED THAT consideration be given to relocate the remaining Georges P. Vanier students into a Composite Secondary School and failing this consideration, the Hamilton Board of Education shall offer to the Hamilton-Wentworth Roman Catholic Separate School Board the opportunity to assume responsibility for the Georges P. Vanier staff and students.

Moved by Miss Cunningham, seconded by Canon Rogers: That the Elementary/Secondary Part of the Report of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Korz, seconded by Miss Cunningham: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted. Carried.

Prior to convening an in-camera session, the Chairman thanked the members for a wonderful year as Chairman of the Board.

The Board then met in-camera and the following action was taken:

Moved by Miss Cunningham, seconded by Canon Rogers: That the General Part of the Report of the Special In-camera Meeting of the Operations and Finance Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE FRENCH LANGUAGE SECTION
EIGHTH REPORT

Present: Trustees Desmarais (Chairman) and Paquin.

Official Present: R. C. Lavoie (Superintendent of Schools, French as a First Language).

The French Language Section recommends:

GENERAL

Clause 1. tabled at Board.

1. (a) That Georges-P.-Vanier Secondary School be transferred "En bloc" to the Hamilton-Wentworth Catholic Separate School Board, and

(b) That The Board of Education for the City of Hamilton negotiate with the Hamilton-Wentworth Catholic Separate School Board an "En bloc transfer" effective 1996 07 01, and

(c) That the French Language Sections for the feeder schools of Georges-P.-Vanier Secondary School be notified as soon as possible of the motion for an "En bloc transfer" of Georges-P.-Vanier Secondary School.

FRENCH LANGUAGE SECTION

1. That the following recommendations of the Superintendent of Schools, French as a First Language be approved as presented to the members:

A. STAFFING

1. Probationary Staff Appointment(s) - Nil
2. Permanent Staff Appointment(s) - Nil
3. Promotion(s)

That the appointment of Lise Beaulac to the position of Subject Assistant - Français effective 1995 11 01 with salary according to the salary schedule be approved.

4. Internal Appointment(s) - Nil
5. Timetable Change(s) - Nil
6. Retirement(s) - Nil
7. Leaving Employment - Nil
8. Leave(s)

Secondment(s)

Leave(s) of Absence

That the request from Marie Fréchette-Deaves (Secretarial Staff) for a Leave of Absence effective 1996 01 04 to 1997 01 03 be granted.

Return(s) from Leave of Absence

That Marie Fréchette-Deaves (Secretarial Staff) be returned from Leave of Absence effective 1995 12 08.

B. OTHER

Trip(s)

That the following trip request(s) be approved.

a) Georges-P.-Vanier, Grades 9 to OAC, Collingwood, ON, 1996 01 12 and 1996 02 16.

* * * * * * * * * *

2. That the letter from the Ontario French Language Trustees' Association (AFCSO) dated 1995 09 18 re 1995-1996 Priorities be received for information.

3. That the 1995-1996 Membership Renewal from "Fédération de la jeunesse franco-ontarienne" (FESFO) dated 1995 09 20 be approved.

4. That the letter from Wellington County Roman Catholic Separate School Board dated 1995 10 18 re French Language Catholic Secondary School in Waterloo be received for information.

5. That the Newsletter from Ontario College of Teacher Implementation Committee be received for information.

6. That the News Release from Waterloo Region Catholic Separate School Board dated 1995 03 28 be received for information.

7. That the Memorandum from the Ministry of Education and Training dated 1995 10 11 re Equal Opportunity Plan for the Education Section be received for information.

8. That the Verbal Report on the Impact of a New French Language Catholic Secondary School in Waterloo be received for information.

9. That the Report on the Request for funding for Guidance Services Project be received for information.

10. That the Report on the Working Document for School Councils be received for information.

Respectfully submitted

JEAN DESMARAIS
Chairman

Centre francophone St-Thomas-d'Aquin
1995 10 31

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE
HUITIÉME RAPPORT

Étaient présents : M. Jean Desmarais (président); M. Hubert Paquin (conseiller scolaire).

Administrateur présent : M. R. C. Lavoie (Surintendant des écoles de langue française).

La Section de langue française recommande :

GENERAL

Clause 1. ajournée à la réunion du Conseil.

1. (a) que l'École secondaire Georges-P.-Vanier soit transférée "en bloc" au Conseil des écoles séparées catholiques de Hamilton-Wentworth et,

(b) que le Conseil de l'éducation de la ville de Hamilton négocie avec le Conseil des écoles séparées catholiques de Hamilton-Wentworth le transfert en bloc pour le 1er juillet 1996 et,

(c) que les Sections de langue française des écoles nourricières de l'École secondaire Georges-P.-Vanier soient avisées le plus tôt possible de cette proposition de "Transfert en bloc".

LA SECTION DE LANGUE FRANÇAISE

1. que les propositions du Surintendant des écoles de langue française soient approuvées telles que présentées aux membres :

A. DOTATION EN PERSONNEL

1. Nomination(s) du personnel stagiaire - Aucune
2. Nomination(s) du personnel permanent - Aucune
3. Promotion(s)

Que Lise Beaulac soit nommée au poste d'assistante de matière (Français) à partir du 1er novembre 1995 selon les conditions de l'entente en vigueur.

4. Nomination(s) interne(s) - Aucune
5. Changement(s) d'assignation - Aucun

6. Retraite(s) - Aucune
7. Résiliation(s) d'emploi - Aucune
8. Congé(s)

Prêt de service

Congé autorisé

Que la demande de Marie Fréchette-Deaves (Secrétariat) pour un congé personnel à partir du 4 janvier 1996 jusqu'au 5 janvier 1997 soit accordée.

Retour de congé autorisé

Que Marie Fréchette-Deaves (Secrétariat) retourne d'un congé autorisé à partir du 8 décembre 1995.

B. AUTRES

Voyage(s)

Que la demande de voyage suivante soit approuvée :

a) Georges-P.-Vanier, 9e année-CPO, Collingwood, ON, le 12 janvier et le 16 février 1996.

* * * * * * * * * * *

2. que la lettre de l'Association française des conseils scolaires de l'Ontario (AFCSO) en date du 18 septembre 1995 : (Objet : Priorités 1995-1996) soit reçue à titre d'information.

3. que le renouvellement de membriété 1995-1996 de la Fédération de la jeunesse franco-ontarienne (FESFO) en date du 20 septembre 1995 soit approuvé.

4. que la lettre du Conseil des écoles séparées catholiques de Wellington en date du 18 octobre 1995 : (Objet : Nouvelle école secondaire catholique de langue française à Waterloo) soit reçue à titre d'information.

5. que le bulletin du Comité de mise en oeuvre de l'Ordre des enseignantes et des enseignants de l'Ontario : (Objet : Pour parler profession) soit reçu à titre d'information.

6. que le communiqué du Conseil catholique de la région de Waterloo en date du 28 mars 1995 : (Objet : Nouvelle école

secondaire catholique de langue française) soit reçu à titre d'information.

7. que la note de service du ministère de l'Éducation et de la Formation en date du 11 octobre 1995 : (Objet : Plan d'égalité des chances pour le secteur de l'éducation) soit reçue à titre d'information.

8. que le rapport verbal sur l'impact suite à l'établissement d'une école secondaire catholique de langue française à Waterloo soit reçu à titre d'information.

9. que le rapport sur la demande de subvention de projet relativement aux Services d'orientation professionnelle des jeunes soit reçu à titre d'information.

10. que le rapport sur le document de travail "Les Conseils d'école" soit reçu à titre d'information.

Respectueusement présent,

JEAN DESMARAIS
Président

Centre francophone St-Thomas-d'Aquin
le 31 octobre 1995

REPORT OF THE SALARY COMMITTEE

Present: Trustees Cunningham (Chairman), Hill, Lowe, Mulholland and Stewart.

Official Present: D. Russon (Manager, Employee Relations).

The Committee recommends:

GENERAL

1. That the Board ratify the Pay Equity Settlement reached between the Board of Education for the City of Hamilton and O.S.S.T.F., District 8, representing the Professional Student Services Personnel.

Respectfully submitted

M. CUNNINGHAM
Chairman

Committee Room
1995 11 03

MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
PROFESSIONAL STUDENT SERVICES PERSONNEL
O.S.S.T.F., DISTRICT 8

•Subject to ratification by parties.

•Ratio of calculation will be: 223
261

based upon pro-ration of:

195 - days actually worked
9 - stats
19 - vacation
223 days

•Job classes will be compared to the male comparators of:

Grade 14 (= BSW, BSc Speech Language Pathologist)
Grade 15 (= MSW, MA)
Example 1993
14 = $61,241/261 = $234.64 x 223 = $52,325 pe rate
15 = $67,833/261 = $259.90 x 223 = $57,957 pe rate

•Payout of pay equity adjustments will be calculated retroactively based on: 1/3 for 1990
1/3 for 1991
1/3 for 1992, when pay equity will be achieved

•The parties recognize that the Speech Language Pathologists worked 10 extra days in 1990 and will receive the 1990 pe adjustment for this time.

•The outstanding Employment Standards complaint on the Adjustment Consultant, if more favourable, will supersede this agreement as it relates to the Adjustment Consultant.

•All monies to be paid by December 22, 1995 pay or, if possible, 50% to be paid on December 22, 1995 and 50% to be paid on January 5, 1996.

ON BEHALF OF O.S.S.T.F, P.S.S.P

_____
_____
_____

ON BEHALF OF THE BOARD OF EDUCATION FOR THE CITY OFHAMILTON

_____
_____
_____

PAY EQUITY GRIDS - PSSP

SOCIAL WORKERS BSW LEVEL

	JAN. 1990 ($2,760)	SEPT. 1990 ($2,563)	JAN. 1991 ($2,760)	SEPT. 1991 ($504)	JAN. 1992 ($2,760)	MAR. 1992 ($382)	SEPT. 1992 ($1,026)
YRS EXP							
0	29,566	32,129	34,889	35,393	38,153	38,535	39,561
1	31,562	34,125	36,885	37,389	40,149	40,531	41,557
2	32,119	34,682	37,442	37,946	40,706	41,088	42,114
3	33,395	35,958	38,718	39,222	41,982	42,364	43,390
4	34,672	37,235	39,995	40,499	43,259	43,641	44,667
5	35,947	38,510	41,270	41,774	44,534	44,916	45,942
6	37,225	39,788	42,548	43,052	45,812	46,194	47,220
7	38,499	41,062	43,822	44,326	47,086	47,468	48,494
8	39,776	42,339	45,099	45,603	48,363	48,745	49,771
9	41,053	43,616	46,376	46,880	49,640	50,022	51,048
10	42,329	44,892	47,652	48,156	50,917	51,299	52,325

SPEECH/LANGUAGE PATHOLOGISTS - B. Sc. LEVEL

	JAN. 1990 ($411)	SEPT. 1990 ($2,563)	JAN. 1991 ($411)	SEPT. 1991 ($504)	JAN. 1992 ($411)	MAR. 1992 ($382)	SEPT. 1992 ($1,026)
YRS EXP							
0	34,782	37,345	37,756	38,260	38,671	39,053	40,079
1	36,006	38,569	38,980	39,484	39,895	40,277	41,303
2	37,231	39,794	40,205	40,709	41,120	41,502	42,528
3	38,455	41,018	41,429	41,933	42,344	42,726	43,752
4	39,680	42,243	42,654	43,158	43,569	43,951	44,977
5	40,904	43,467	43,878	44,382	44,793	45,175	46,201
6	42,128	44,691	45,102	45,606	46,017	46,399	47,425
7	43,353	45,916	46,327	46,831	47,242	47,624	48,650
8	44,577	47,140	47,551	48,055	48,466	48,848	49,874
9	45,802	48,365	48,776	49,280	49,691	50,073	51,099
10	47,026	49,589	50,000	50,504	50,917	51,299	52,325

SOCIAL WORKERS - MSW LEVEL

	JAN. 1990	SEPT. 1990	JAN. 1991	SEPT. 1991	JAN. 1992	MAR. 1992	SEPT. 1992
.	($1,613)	($2,862)	($1,613)	($559)	($1,614)	($427)	($1,132)
YRS EXP							
0	34,977	37,839	39,452	40,011	41,625	42,052	43,184
1	36,433	39,295	40,908	41,467	43,081	43,508	44,640
2	37,890	40,752	42,365	42,924	44,538	44,965	46,097
3	39,346	42,208	43,821	44,380	45,994	46,421	47,553
4	40,803	43,665	45,278	45,837	47,451	47,878	49,010
5	42,258	45,120	46,733	47,292	48,906	49,333	50,465
6	43,717	46,579	48,192	48,751	50,365	50,792	51,924
7	45,172	48,034	49,647	50,206	51,820	52,247	53,379
8	46,630	49,492	51,105	51,664	53,278	53,705	54,837
9	48,085	50,947	52,560	53,119	54,733	55,160	56,292
10	49,750	52,612	54,225	54,784	56,398	56,825	57,957

SPEECH/LANGUAGE PATHOLOGIST - MA LEVEL

	JAN. 1990	SEPT. 1990	JAN. 1991	SEPT. 1991	JAN. 1992	MAR. 1992	SEPT. 1992
.	($954)	($2,862)	($954)	($559)	($953)	($427)	($1,132)
YRS EXP							
0	38,827	41,689	42,643	43,202	44,155	44,582	45,714
1	40,051	42,913	43,867	44,426	45,379	45,806	46,938
2	41,276	44,138	45,092	45,651	46,604	47,031	48,163
3	42,500	45,362	46,316	46,875	47,828	48,255	49,387
4	43,725	46,587	47,541	48,100	49,053	49,480	50,612
5	44,949	47,811	48,765	49,324	50,277	50,704	51,836
6	46,172	49,034	49,988	50,547	51,500	51,927	53,059
7	47,397	50,259	51,213	51,772	52,725	53,152	54,284
8	48,621	51,483	52,437	52,996	53,949	54,376	55,508
9	49,846	52,708	53,662	54,221	55,174	55,601	56,733
10	51,070	53,932	54,886	55,445	56,398	56,825	57,957

PSYCHOEDUCATIONAL CONSULTANT - MA LEVEL

.	JAN. 1990 ($411)	SEPT. 1990 ($2,862)	JAN. 1991 ($411)	SEPT. 1991 ($559)	JAN. 1992 ($411)	MAR. 1992 ($427)	SEPT. 1992 ($1,132)
YRS EXP							
0	32,318	35,180	35,591	36,150	36,561	36,988	38,120
1	34,121	36,983	37,394	37,953	38,364	38,791	39,923
2	35,924	38,786	39,197	39,756	40,167	40,594	41,726
3	37,727	40,589	41,000	41,559	41,970	42,397	43,529
4	39,532	42,394	42,805	43,364	43,775	44,202	45,334
5	41,336	44,198	44,609	45,168	45,579	46,006	47,138
6	43,139	46,001	46,412	46,971	47,382	47,809	48,941
7	44,941	47,803	48,214	48,773	49,184	49,611	50,743
8	46,745	49,607	50,018	50,577	50,988	51,415	52,547
9	48,548	51,410	51,821	52,380	52,791	53,218	54,350
10	50,353	53,215	53,626	54,185	54,596	55,023	56,155
11	52,155	55,017	55,428	55,987	56,398	56,825	57,957

ADJUSTMENT CONSULTANT - MSW LEVEL

.	JAN. 1990 ($642)	SEPT. 1990 ($2,862	JAN. 1991 ($642)	SEPT. 1991 ($559)	JAN. 1992 ($643)	MAR. 1992 ($427)	SEPT. 1992 ($1,132
0	35,462	38,324	38,966	39,525	40,168	40,595	41,727
1	36,919	39,781	40,423	40,982	41,625	42,052	43,184
2	38,375	41,237	41,879	42,438	43,081	43,508	44,640
3	39,832	42,694	43,336	43,895	44,538	44,965	46,097
4	41,287	44,149	44,791	45,350	45,993	46,420	47,552
5	42,746	45,608	46,250	46,809	47,452	47,879	49,011
6	44,201	47,063	47,705	48,264	48,907	49,334	50,466
7	45,659	48,521	49,163	49,722	50,365	50,792	51,924
8	47,106	49,968	50,610	51,169	51,812	52,239	53,371
9	48,779	51,641	52,283	52,842	53,485	53,912	55,044
10	50,237	53,099	53,741	54,300	54,943	55,370	56,502
11	51,692	54,554	55,196	55,755	56,398	56,825	57,957

REPORT OF THE PROGRAM COMMITTEE
NINTH REPORT

Present: Trustees Bishop (Chairman), Gage, Johnstone, Patenaude and Stewart.

Also Present: Trustees Cunningham, Darby, Desmarais, Hicks, Johnston, Korz, Mulholland, Orban and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), E. Bond (Superintendent of Program), P. Shewfelt (Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), P. Gillie (Superintendent - Administrative and Operational Services), R. Lavoie (Superintendent of Schools - French as a First Language), F. Cooke (Assistant Superintendent of Program), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools -Lower City).

The Committee recommends:

GENERAL

1. That the following Report of the Supervised Alternative Learning for Excused Pupils Committee be approved:

(a) That the 1994-1995 Annual Report of the Supervised Alternative Learning for Excused Pupils Committee (SALEP) program, including the Statistical Report (page 416) be received for information.

2. That the following recommendation in the Report of the Supervised Alternative Learning for Excused Pupils Committee be referred to the Budget Review:

(a) That a full-time equivalent poition for SALEP be approved.

Respectfully submitted,

J. BISHOP
Chairman

Board Room
1995 11 09

REPORT OF THE SPECIAL MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Gage, Johnston, Johnstone, Korz, Mulholland, Paquin and Patenaude.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), R. Binns (Superintendent of Human Resources), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain), P. Gillie (Superintendent -Administrative and Operational Services), R. Lavoie (Superintendent of Schools - French as a First Language), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the verbal Update regarding Westview School be received for information and the following motion approved:

(a) That the Hamilton Board of Education seek financial restitution for the losses incurred during the break-in and vandalism on 1995 11 04 at Westview School.

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 11 09

REPORT OF THE OPERATIONS AND FINANCE COMMITTEE TENTH REPORT

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Lowe, Orban, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Gage, Johnston, Johnstone, Korz, Mulholland and Rodgerson.

Officials Present: D. Goodridge (Director of Education and Secretary), P. Shewfelt (Superintendent of Financial Services and Treasurer), P. Gillie (Superintendent - Administrative and Operational Services), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the Report on the update of the Educational Purchasing Group be received for information.

2. That the Interim Financial Status Report - 1995 09 30 be received for information.

3. That the Report re 1995 Forecast of Expenditures and Revenues be received for information and the following motion approved:

(a) That the Director immediately implement an Expenditure Control Program for the balance of 1995 to effect a reduction in the projected deficit.

4. That the Report on Freedom of Information (F.O.I.) Activities, 1994-95 be received for information and the following recommendationsapproved:

(a) That the Board continue to develop retention schedules for all departments which will: identify records in all formats (computer, microfiche/film, paper); identify all locations where records are stored; allow records to be disposed of in accordance with legislated requirements; and prove Board compliance during an appeal to the Information and Privacy Commission.

(b) That an annual Freedom of Information report be brought back to the Operations and Finance Committee in October of each year.

5. That the Annual Report on Public Relations Planning be deferred to the December, 1995 meeting of the Operations and Finance Committee.

6. That an ad hoc trustee committee of five (5) trustees, to be called the Budget Analysis Committee, be formed under the following conditions:

(a) That the committee examine all expenditures including salaries and wages; benefits; travel expenses; personnel training; bursaries and student aid; books, films and software; energy costs; repairs, building and grounds; supplies and services; new and replacement equipment; debt charges and capital loan interest; capital from current; permanent improvements; rentals; fees, transportation and other contractual services; transfers to other boards; working capital; charge back on taxes; and provision for reserves and other expenses, for consideration in the 1996 budget.

(b) That the areas of expenditures and revenues be identified where long-term savings, or increased revenue acquisition, may be found beyond the 1996 budget year.

(c) That recommendations, with the pros and cons and the supporting documentation, be brought to each regular and, where requested, any special meeting of the Operations and Finance Committee until the completion of the 1996 budget.

(d) That the life of the committee shall be until the conclusion of the 1996 budget.

(e) That a review of the strengths and weaknesses of the ad hoc committee be debated at the first regular meeting of the Operations and Finance Committee after the completion of the 1996 budget.

(f) That agendas and minutes of the ad hoc committee be sent to all trustees.

7. That the following Report of the Transportation Committee be approved:

(a) That the Petition from Beach Community - Elimination of Bus Supervisors be received for information.

(b) That the Report on Video Cameras be received for information and the following recommendations be approved:

i. That video cameras be employed (on school buses) on a pilot basis at the request of the principal at no cost to the board and a review take place in June 1996.

ii. That the Transportation Policy be amended to allow the use of video cameras.

(c) That the Update re Sharing of Large Yellow School Bus Transportation be received for information. [routing and scheduling system]

8. That the following Report of the AIDS Policy Committee be approved:

(a) That the AIDS Policy Committee be renamed the HIV/AIDS Infection Policy Review Committee.

(b) That principals review the HIV/AIDS Policy, Guidelines and Operating Procedures (SP-22, SP-23, SP-24) with their staff at the beginning of the school year, on an annual basis.

(c) That the reviewed and amended HIV/AIDS Policy, Guidelines and Operating Procedures (SP-22, SP-23, SP-24) be adopted.

9. That the following recommendation in the Report of the AIDS Policy Committee be referred back to the Committee:

(a) That, in order to provide information on HIV/AIDS infection to students in a timely manner, it is recommended that students be provided information on HIV/AIDS as part of the compulsory curriculum beginning at the Grade 5 level.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Tweedsmuir, Grade 8, Canadian History trip, Ottawa, 1996 06 12-14 (Wednesday to Friday)

(ii) Delta, Grades 11-OAC, Senior Basketball, Meadville, Pennsylvania, U.S.A., 1995 12 27-29 (Wednesday to Friday)

(iii) Hill Park, Grade OAC, Senior Boys' Basketball Tournament, Niagara Falls, 1995 12 08-10 (Friday to Sunday)

(iv) Parkview, Grades 9-OAC, Ski Trip, Mount St. Louis/Moonstone, Orillia, 1996 01 09-10 (Tuesday to Wednesday)

(v) Sir Allan MacNab, Grades 9-10, Field Trip to Montreal and Laurentians, Quebec, 1996 02 21-24 (Wednesday to Saturday)

(vi) Westdale, Grades 11-OAC, Basketball Tournament, Windsor, 1995 12 08-10 (Friday to Sunday)

(vii) Westdale, Grades 11-OAC, Basketball Tournament, London, 1995 12 01-02 (Friday to Saturday)

(viii) OFSAA Championships, Grades 9-OAC, Girls "A" Volleyball, Glenloe, 1996 03 06-07 (Wednesday to Thursday)

(ix) OFSAA Championships, Grades 9-OAC, Girls "AA" Volleyball, Fonthill, 1996 03 06-07 (Wednesday to Thursday)

(x) OFSAA Championships, Grades 9-OAC, Girls "AAA" Volleyball, London, 1996 03 06-07 (Wednesday to Thursday)

(xi) OFSAA Championships, Grades 9-OAC, Boys' Hockey, Burlington, 1996 03 20-23 (Wednesday to Saturday)

(xii) OFSAA Championships, Grades 9-OAC, Gymnastics, Waterloo, 1996 04 30-05 02 (Tuesday to Thursday)

(xiii) OFSAA Championships, Grades 9-OAC, Badminton, Sault Ste. Marie, 1996 05 02-04 (Thursday to Saturday)

(xiv) OFSAA Championships, Grades 9-OAC, Girls' "A/AA" Soccer, Pembroke, 1996 06 06-08 (Thursday to Saturday)

(xv) OFSAA Championships, Grades 9-OAC, Girls' "AAA" Soccer, Windsor, 1996 06 06-08 (Thursday to Saturday)

(xvi) OFSAA Championships, Grades 9-OAC, Boys' Soccer, Ottawa, 1996 06 06-08 (Thursday to Saturday)

(xvii) OFSAA Championships, Grades 9-OAC, Track and Field, Kitchener, 1996 06 06-08 (Thursday to Saturday)

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 11 02

REPORT OF THE PERSONNEL AND ORGANIZATION COMMITTEE TENTH REPORT

Present: Trustees Korz (Chairman), Darby, Johnston, Mulholland, Paquin and Stewart.

Also Present: Trustees Bishop, Cunningham, Desmarais, Gage, Hicks, Johnstone, Lowe, MacDonald, Orban, Patenaude and Rogers.

Officials Present: D. Goodridge (Director of Education and Secretary), R. Binns (Superintendent of Human Resources), P. Shewfelt (Superintendent of Financial Services and Treasurer), M. Quinn (Superintendent of Schools - Lower City), N. Nicholls (Superintendent of Schools Mountain), P. Gillie (Superintendent - Administrative and Operational Services), R. Lavoie (Superintendent of Schools - French as a First Language), M. Matier (Assistant Superintendent of Schools - Mountain) and S. Thompson (Assistant Superintendent of Schools -Lower City).

The Committee recommends:

GENERAL

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS - Nil

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS

(a) That Ruth Millar be appointed to the position of Assistant to the Secretary of the Board (Grade 12 -Administrative Staff), effective 1995 11 17, with salary according to the salary schedule. (Replacement)

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) That the resignation of Rosa Fama, Cleaner (Cleaning Staff) for the purpose of retirement, effective 1995 11 30, be accepted with regret.

7. LEAVING EMPLOYMENT - Nil

8. LEAVES

Leave of Absence

(a) That the request of Susan Andreychuk, Clerk (Clerical and Technical Staff) for a Leave of Absence, effective 1995 10 26 to 1996 06 30, be granted.

Return from Leave of Absence

(a) That the following staff be returned from their Leaves of Absence, effective as shown:

Lisa Anderson (Data Control Clerk, Clerical and Technical Staff), 1995 10 16
Kerry Fliss (Secretary, Clerical and Technical Staff), 1995 10 30

9. OTHERS - Nil

* * * * * * * *

2. That the Staffing Report - Full Time Equivalent Positions as of 1995 10 31 be received for information.

3. That the Report on Supply Teacher Usage as of 1995 09 30 be received for information.

4. That the Report on Substitute Cleaner/Casual Assistance Usage as of 1995 09 30 be received for information.

5. That the 1994 and 1995 Temporary Assistance Expenditures Report be received for information.

6. That the following motions regarding Employment Equity be approved:

(a) That no further action be taken pertaining to Employment Equity until the impact of Bill 8 can be factored into the Employment Equity program of the Board.

(b) That the Affirmative Action/Employment Equity Plan, adopted as Board Policy in December, 1990, be suspended until the impact of Bill 8 can be factored into this policy.

7. That the Report re Decision on Warehouse Downsizing be received for information and the following recommendations approved:

(a) That two Warehouse Assistant positions be eliminated effective 1995 12 31.

(b) That the position of Leadhand, Warehouse be eliminated effective 1996 01 01.

(c) That the Superintendents of Administrative and Operational Services, Financial Services and Human Resources, together with their Managers, continue to develop and implement strategies for redesigning work processes in accordance with the report on Restructuring Phase II.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Superintendent of Human Resources be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That Larry Thomas (E) be appointed to the Probationary Staff, effective 1995 12 01, with salary according to the salary schedule. (Replacement)

(b) That Cory Haystead be appointed to the Probationary Educational and Lunchroom Assistant Staff as an Educational Assistant, effective 1995 11 13, with wage rate according to the Collective Agreement. (Contract Compliance)

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS - Nil

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:
Alison Flynn (S), 1996 02 29
Margaret Grant (E), 1995 12 31
Jean Murray (E), 1995 12 31
Beverley Reid (S), 1996 01 31
Konstantin Roth (S), 1996 01 31
Patricia Ryckman (E), 1996 03 30
Donald Terry (S), 1996 01 31

7. LEAVING EMPLOYMENT

(a) That the date shown for the following teachers to leave the employ of the Board be approved:
Cynthia Campanella (E), 1995 12 31
Kristi Downs (E), 1995 12 31
Constance Jain (E), 1995 12 31
Andrea Kay (E), 1995 12 31
Mark Sabourin (E), 1995 12 31
Katrina Salai (E), 1995 12 31
Lisa Sanelli (E), 1995 12 31
Pauline Stavnitzky (S), 1995 11 06
7 Elementary Terminations
1 Secondary Resignation

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:
Virginia Allega-DiSanza (E), 1995 12 01 to 1996 02 29
Laurie Behr (E), 1995 11 30 to 1996 06 07

Tammy Biggs (S), 1995 12 15 to 1996 08 31
Frances DiIorio (S), 1995 12 04 to 1996 03 29
Dean Huyck (S), 1995 10 23 to 1995 11 03
Karen Koop (E), 1995 12 29 to 1996 05 02
Tara Opie (E), 1995 11 01 to 1996 05 31
Maria Rikic-McCarthy (S), 1996 01 25 to 1996 08 31
Maryann Rimac (E), 1995 11 06 to 1996 08 31
Rose-anne Kimberly Watt (E), 1995 12 25 to 1996 03 29

(b) That the requests of the following staff for Leaves of Absence, effective as shown, be granted.
Debbie Turner (Secretary, Clerical and Technical Staff), 1995 10 09 to 1996 04 12

Leave Extension

(a) That the request of Sandra Law (E) for an extension of her Leave of Absence, effective 1996 01 01 to 1996 12 31, be granted.

Return from Leave of Absence

(a) That the following teachers be returned from a Leave of Absence, effective as shown:
Kathy Clemett (E), 1996 01 08
Anita Darrell (S), 1995 11 01

(b) That the following staff be returned from a Leave of Absence, effective as shown:
Moira Donaldson (Administrative Assistant, Administrative Staff), 1995 11 06
Janie Jarnevich (Secretary, Secondary School Clerical and Secretarial Staff), 1995 11 20

9. OTHERS - Nil

Respectfully submitted

G. KORZ
Chairman

Board Room
1995 11 09

REPORT OF THE SPECIAL IN-CAMERA MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Desmarais, Hicks, Lowe, Orban, Rogers and Stewart

Also Present: Trustees Bishop, Darby, Gage, Johnston, Johnstone, Korz, MacDonald, Mulholland, Paquin, Patenaude and Rodgerson.

Officials Present: D. W. Goodridge (Director of Education and Secretary), N. Nicholls (Superintendent of Schools - Mountain), M. Quinn (Superintendent of Schools - Lower City), E. Bond (Superintendent of Program), P. Gillie (Superintendent of Administrative and Operational Services) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the twenty day suspension of a student in our system be extended until the conclusion of the expulsion hearing by the Board scheduled for 1995 12 11.

2. That the twenty day suspension of a student in our system be extended until the conclusion of the expulsion hearing by the Board scheduled for 1995 12 13.

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 11 16

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1995 11 30

The Board met.

Present: Trustees Stewart (Chairman), Bishop, Cunningham, Darby, Desmarais, Hill, Korz, Johnston, Johnstone, Lowe, Paquin, Rodgerson and Rogers.

Officials Present: E. Bond (Secretary Pro Tem and Superintendent of Program) and M. Quinn (Superintendent of Schools - Lower City).

Noting that Mr. Goodridge had sent regrets for being unable to attend this evening's meeting, the Chairman called for nominations for Secretary Pro Tem.

Moved by Miss Cunningham, seconded by Mr. Korz: That Superintendent Bond be Secretary Pro Tem. Carried.

The Secretary noted regrets for not attending were received from Trustees Gage, Hicks, MacDonald, Mulholland, Orban and Patenaude.

GENERAL

The Board met in-camera and the following action was taken:

Moved by Miss Cunningham, seconded by Mr. Korz: That the General Part of the Report of the Special In-camera Meeting of the Operations and Finance Committee be adopted. Carried.

Moved by Mr. Darby, seconded by Mrs. Lowe: That the 1995 12 13 date for the expulsion hearing by the Board for a student in our system, approved at the November In-camera Meeting of the Board, be re-scheduled to 1995 12 11. Carried.

The Chairman asked that Trustee Cunningham assume the Chair.

Trustee Stewart noted that Roberts' Rules of Order provide for the reconsideration of a motion at the subsequent meeting and indicated he wished to make a motion to that effect relative to the Trustee Honorarium.

Moved by Mr. Korz: That the Board meet in public. Carried.

The Board then met in public.

Moved by Mr. Stewart, seconded by Mr. Korz: That we reconsider the vote on the following motion made at the 1995 11 16 Board meeting: "That the Board reaffirm the Trustee Honorarium policy adopted in June, 1990." Carried.

Moved in amendment by Mr. Stewart, seconded by Mrs. Bishop: That, effective December, 1995 to November, 1996, the motion adopted by the Board in June, 1990, regarding Trustees' Honorarium be suspended and the Honorarium for the 1996 Board year remain the same as in 1995.

Trustees opposed to the amendment maintained that the intent of the policy was to prevent the trustees "dabbling" with honorarium.

Trustees in support of the amendment noted the changed circumstances since the November 16 meeting by way of the provincial government's announcements of significant grant reductions and cutbacks.

The amendment was put to a recorded vote and was Carried. Those in favour: Trustees Stewart, Bishop, Johnston, Johnstone, Hill, Rogers, Darby, Lowe, Korz and Cunningham; those opposed: Trustees Rodgerson and Paquin.

The meeting then adjourned.

Adopted as presented.

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Chairman

REPORT OF THE SPECIAL IN-CAMERA MEETING OF THE OPERATIONS AND FINANCE COMMITTEE

Present: Trustees Cunningham (Chairman), Desmarais, Lowe, Rogers and Stewart.

Also Present: Trustees Bishop, Darby, Johnston, Johnstone, Hill, Korz, Paquin and Rodgerson.

Officials Present: E. Bond (Secretary Pro Tem and Superintendent of Program) and M. Quinn (Superintendent of Schools - Lower City).

The Committee recommends:

GENERAL

1. That the twenty day suspension of a student in our system be extended until the conclusion of the expulsion hearing by the Board scheduled for 1995 12 19.

2. That the twenty day suspension of a student in our system be extended until the conclusion of the expulsion hearing by the Board scheduled for 1995 12 19.

Respectfully submitted

M. CUNNINGHAM
Chairman

Board Room
1995 11 30

ANNUAL FINANCIAL STATEMENTS
of
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON

for the Year Ended December 31, 1995

AUDITOR'S REPORT

To the Trustees of
The Board of Education for the
City of Hamilton

We have audited the balance sheet of The Board of Education for the City of Hamilton as at December 31, 1995 and the Revenue Fund Statement of Operations, the Capital Fund Statement of Operations and the Reserve Fund Statement of Continuity for the year then ended. These financial statements are the responsibility of the school board's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Board as at December 31, 1995 and the results of its operations and the changes in its reserve funds for the year then ended in accordance with the accounting principles described in note 1 to the financial statements.

Hamilton, Canada
March 29, 1996

MacGILLIVRAY PARTNERS
Chartered Accountants

The Board of Education for the City of Hamilton
BALANCE SHEET AS AT DECEMBER 31, 1995
(with comparative figures for 1994)

ASSETS	**1995 ($000's)**	**1994 ($000's)**
CURRENT ASSETS		
Cash and Short-Term Deposits -Note 2	684	6,751
Accounts Receivable		
Under Requisition		639
Other School Boards	2,322	1,727
Government of Ontario	8,932	9,841
Other	1,405	1,187
Prepaid Expenses	2,905	3,031
Other Current Assets	54	76
	16,302	**23,252**
CAPITAL OUTLAY TO BE RECOVERED IN FUTURE YEARS	27,371	21,056
TOTAL ASSETS	**43,673**	**44,308**

LIABILITIES	**1995 ($000's)**	**1994 ($000's)**
CURRENT LIABILITIES		
Accounts Payable		
Over Requisition	1,083	
Trade Payables and Accrued Liabilities	14,137	13,158
Deferred Income	2,790	2,365
	18,010	**15,523**
NET LONG-TERM LIABILITIES - Note 3	14,127	15,340
RESERVE FOR WORKING FUNDS	5,800	5,800
EQUITY IN RESERVE FUNDS	5,736	7,645
TOTAL LIABILITIES AND FUND BALANCES	**43,673**	**44,308**

The Board of Education for the City of Hamilton
REVENUE FUND STATEMENT OF OPERATIONS
for the Year Ended December 31, 1995
(with comparative figures for 1994)

	1995 ($000's)	1994 ($000's)
EXPENDITURE		
Business Administration	4,817	5,051
General Administration	1,687	1,732
Computer Services	4,031	4,136
Instruction	198,441	207,962
Plant Operation and Maintenance	28,732	31,254
Transportation	5,554	5,670
Tuition Fees	5,247	5,184
Capital Expenditures (Non-Allocable)	2,304	2,849
Debt Charges - Note 4	2, 450	2,262
Other Operating Expenditures	4,378	4,276
Non-Operating Expenditures Excluding Transfers to Reserves	3,975	3,110
TOTAL EXPENDITURE	**261,616**	**273,486**
RECOVERY OF EXPENDITURE		
Other School Boards - Tuition Fees & Miscellaneous	12,809	14,984
Government of Ontario - Miscellaneous	2,893	2,302
Government of Canada	270	126
Individuals - Tuition Fees	594	653
Other Revenues Excluding Transfers from Reserves	3,066	2,377
TOTAL RECOVERY OF EXPENDITURE	**19,632**	**20,442**
NET EXPENDITURE	**241,984**	**253,044**
FINANCING OF NET EXPENDITURE		
Government of Ontario - General Legislative Grants	78,216	78,047
Local Taxation -		
Previous Year's (Under) Over Requisition	(639)	5,151
Local Taxation Raised in Current Year	164,000	162,965
Decrease in Reserves other than Reserve for Refund of Taxes	1,490	6,242
	243,067	**252,405**
To be Applied to the Following Year's Taxation - Net Under (Over) Requisition	(1,083)	639
TOTAL FINANCING	**241,984**	**253,044**

The Board of Education for the City of Hamilton
CAPITAL FUND STATEMENT OF OPERATIONS
for the Year Ended December 31, 1995
(with comparative figures for 1994)

	1995 (000's)	1994 (000's)
CAPITAL EXPENDITURE		
Capital Assets and Work in Progress		
Buildings, Furniture and Equipment	10,441	9,503
TOTAL CAPITAL EXPENDITURES	**10,441**	**9,503**
CAPITAL FINANCING		
Balance Not Permanently Financed at Beginning of Year	(6,622)	(3,979)
Long-Term Liabilities Issued and Sold		2,052
Capital Expenditure from the Revenue Fund	3,525	4,808
Balance Not Permanently Financed at End of Year	13,538	6,622
TOTAL CAPITAL FINANCING	**10,441**	**9,503**

The Board of Education for the City of Hamilton

RESERVE FUND STATEMENT OF CONTINUITY
for the Year Ended December 31, 1995
(figures rounded to nearest $)

	Capital (000's)	Retiring Gratuities (000's)	Mill Rate Stabilization (000's)	Restructuring (000's)	Integrated Info. Systems (000's)	1995 Total (000's)	1994 Total (000's)
BALANCE DECEMBER 31, 1994	**884**	**4,853**	**1,494**	**200**	**214**	**7,645**	**13,835**
Transfer from Revenue Fund to Reserve Fund	---	1,620	---	---	---	1,620	1,573
Total amount provided during the year from the Revenue Fund	1,244	---	---	---	---	1,244	117
Earnings on Reserve Fund Investments	99	321	52	12	10	494	516
	2,227	6,794	1,546	212	224	11,003	16,041
Transfers to Other Funds	903	2,669	1,495	---	200	5,267	8,396
BALANCE DECEMBER 31, 1995	**1,324**	**4,125**	**51**	**212**	**24**	**5,736**	**7,645**

The Board of Education for the City of Hamilton
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 1995

1. SIGNIFICANT ACCOUNTING PRINCIPLES

The financial statements have been prepared by the Board using accounting principles that are prescribed by the Ministry of Education and Training and are considered appropriate for Ontario School Boards. These principles are in accordance with generally accepted accounting principles except as follows:

(a) Accrual Accounting

Revenue and expenditure are accounted for on the accrual basis of accounting with the following exceptions:

(i) No provision is made for interest on unmatured debenture debt from the date of payment to the year end.

(ii) No provision is made to record the liability for retirement and/or sick leave benefits accruing over the working lives of employees.

(b) Capital Assets

Capital assets are charged to current expenditure unless financed by long-term debt. Principal and interest charges on net long-term liabilities are included as expenditures in the period due. Capital assets, described as Capital Outlay to be Recovered in Future Years, are included on the Balance Sheet only to the extent of the balance of the related net long-term liabilities outstanding and of the related temporary financing at the year end.

(c) Reserves and Reserve Funds

Reserves and Reserve Funds represent funds appropriated for general and specific purposes and are charged or credited to Revenue Fund Operations in the year appropriated or drawn down. The amounts in Reserves and Reserve Funds are approved by the Board and are within the limits defined in The Education Act.

(d) Under/Over Requisition of Taxes

The difference between the net expenditures of any year and the amounts received to finance these expenditures is carried forward to the subsequent year to either increase or reduce the net revenue requirement from ratepayers.

(e) Supplementary Taxes and Chargeback of Taxes

Supplementary taxes are deferred in the year received and recorded as revenue in the following year. Chargeback of taxes are recorded in the year of repayment.

2. RESTRICTED FUNDS

Cash and short-term deposits of $684,000 are restricted in order to partially fund the equity in reserve funds. Assets of the reserve funds are being used as temporary internal financing.

3. NET LONG TERM LIABILITIES

The net long-term liabilities consist of debentures of $13,986,000 (1994 - $15,340,000) and capital leases for equipment of $141,000. The debentures have a retractable feature, exercisable on specific dates only, at the option of the debenture holders. Of the net long-term liabilities outstanding of $14,127,000, principal amounting to $3,246,000 plus interest amount to $8,599,000 is payable over the next five years as follows:

	Principal	Interest	Total
1996	$ 667,000	$ 1,706,000	$ 2,373,000
1997	672,000	1,725,000	2,397,000
1998	654,000	1,726,000	2,380,000
1999	647,000	1,721,000	2,368,000
2000	606,000	1,721,000	2,327,000
	$ 3,246,000	**$ 8,599,000**	**$ 11,845,000**

4. DEBT CHARGES

The Revenue Fund expenditure for debt charges includes principal and interest payments made on debentures as follows:

Principal payments on long-term liabilities	$	656,000
Interest payments on long-term liabilities		1,794,000
	$	**2,450,000**

5. RETIREMENT GRATUITIES PLANS

Employees may become entitled to cash payments when they leave the employment of the Board for purposes of retirement providing they meet the prescribed age or service requirements. Retirement gratuities of $2,669,000 were paid in 1995 (1994 - $3,302,000). An amount of $4,125,000 (1994 - $4,853,000) is provided by way of a reserve fund which has been funded in accordance with a 1987 Actuarial Report. A 1995 Actuarial Report indicates an increase to the funding is required in order to adequately provide for the benefits under the gratuity program. The amount of the total liability in respect of employees who meet the vesting requirements of the plans at the end of 1995 is $41,038,000 (1994 - $39,104,000). Notwithstanding the use of reserve funds, recognition for General Legislative Grants purposes continues to be made in respect of the actual amounts paid to employees.

6. PENSION PLAN COSTS

All non-teaching employees of the Board are eligible to be members of the Ontario Municipal Employees Retirement System which is a multi-employer final average pay contributory plan. Employer contributions made to the plan during the year by the Board amounted to $2,585,000 (1994 - $2,368,000). Those amounts have been included in the Revenue Fund Statement of Operations.

Not shown in the financial statements of the Board are the employer's contributions to the Teachers' Pension Plan. The funding for such is provided directly by the Provincial Government.

7. ONTARIO SCHOOL BOARD EXCHANGE

The Board is a member of the Ontario School Board Insurance Exchange (OSBIE), a reciprocal insurance company licensed under the Insurance Act. OSBIE insures general public liability, property damage and certain other risks. The membership period is for five years, ending December 31, 1996.

8. LEASE COMMITMENTS

The Board currently leases telephone and computer equipment under long-term leases expiring at various dates up to December 1999. The total obligation under existing leases amount to approximately $1,777,000. Over the next four years the minimum annual payments required under the leases are:

1996	$	1,158,000
1997		454,000
1998		150,000
1999		15,000
	$	**1,777,000**

9. ONTARIO FINANCING AUTHORITY

The Board, the Government of Ontario and the Ontario Financing Authority (OFA) have entered into an agreement whereby certain capital assets are funded by loan advances from the OFA. During the year, the Board received loans totalling $1,001,500 which have been recorded in the Revenue Fund Statement of Operations.

Effective March 31, 1995 the loans advanced from April 1, 1994 to March 31, 1995 together with accrued interest, were converted into a debenture payable to the OFA. The debenture is unsecured, bears interest at 9.40% and is repayable in semi-annual installments over a twenty year period.

The agreement provides that the Government of Ontario will give annual grants equal to the principal and interest installments required by the debenture. The agreement specifies that the obligation to repay the debenture principal and interest is conditional upon the Board receiving the grants from the Government of Ontario.

As the Board has no obligation to make the semi-annual principal and interest payments unless the grants are received from the Government of Ontario, the debenture liability is not shown in the financial statements.

10. SOCIAL CONTRACT

The Social Contract requires that the Board reduce expenditures by a specified amount in the years 1993 through 1996. Grants will be reduced by a corresponding amount each year. For 1995, the social contract amount is $7,620,000, (1994 - $5,543,000) and this amount is reflected in the financial statements.

11. REVENUE FROM OTHER SCHOOL BOARDS

Under The Education Act, the Board is qualified to charge other school boards a high cost factor for students who take certain programs. As is their right under the Act, two school boards have elected resolution through arbitration, the outcome of which is not determinable at this time.

ANNUAL FINANCIAL STATEMENTS of THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON FOUNDATION

for the Year Ended December 31, 1995

AUDITOR'S REPORT

To the Directors of
The Board of Education for the
City of Hamilton Foundation

We have audited the balance sheet of The Board of Education for the City of Hamilton Foundation as at December 31, 1995 and the statement of surplus for the year then ended. These financial statements are the responsibility of the foundation's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the foundation as at December 31, 1995 and the results of its operations for the year then ended in accordance with generally accepted accounting principles.

Hamilton, Canada
March 29, 1996

MacGillivray Partners
Chartered Accountants

The Board of Education for the City of Hamilton Foundation
BALANCE SHEET AS AT DECEMBER 31, 1995

Assets	**1995**	**1994**
Cash in Bank	$ 40,974	$ 40,712
Accrued Interest Receivable	12,262	12,471
G.S.T. Rebate Receivable		4
Investments at Cost	314,523	308,600
(1995 - market value $314,268)		
(1994 - market value $307,750)		
	$ 376,759	$ 361,787
Surplus		
Capital Funds - Note 2	$ 314,223	$ 309,700
Unexpended Income	53,536	52,087
	$ 367,759	$ 361,787

The Board of Education for the City of Hamilton
STATEMENT OF SURPLUS
for the year Ended December 31, 1995

	Capital Funds	**Unexpended Income**	**1995 Total**	**1994 Total**
Balance, January 1	309,700	52,087	361,787	325,090
Revenue				
Donations	2,500	50,629	53,129	40,446
Interest		26,984	26,984	23,956
Transfer from Unexpended Income	2,023		2,023	10,920
Transfer from Capital				1,000
	4,523	77,613	82,136	76,322
Expenditures				
Awards		74,141	74,141	27,705
Transfer to Capital		2,023	2,023	10,920
Transfers to Unexpended Income				1,000
	0	76,164	76,164	39,625
Balance, December 31	314,223	53,536	367,759	361,787

NOTES TO THE FINANCIAL STATEMENTS

1. SIGNIFICANT ACCOUNTING POLICIES

(a) Basis of Accounting

Revenues and expenditures are accounted for on the accrual basis whereby revenues are recorded when earned and expenditures are recorded when incurred.

(b) Donations and Donated Materials and Services

Donations, including the fair market value of donated materials and services, are recorded when received.

2. CAPITAL FUNDS

The Capital Funds are restricted according to the terms of reference of the award.

3. DONATED MATERIALS AND SERVICES

The Foundation received donated materials valued at $1,300 during the current year, (1994 - nil). The Foundation did not receive donated services in the current year or the previous year.

The Board of Education for the City of Hamilton Foundation
ANALYSIS OF INVESTMENTS AS AT DECEMBER 31, 1995
(figures rounded to nearest $)

		Dominion of Canada 3.00% Due Sept 15/96	C.I.B.C. 4.125% Dec 15/93 June 15/96	Bank of Montreal 8.00% June 15/92 June 17/96	Province of Ontario 8.00% June 15/92 June 15/96
(a)	A.D. Needle Trust Fund Award			2,800	
(b)	A.J. Krever Award			1,844	
(c)	A. Morrell Memorial Scholarship		3,000	430	
(d)	Andrew MacDonald Award			1,205	
(e)	Art Scholarship	3,350		1,750	
(f)	Award of Merit			500	
(g)	Bill Mastin Memorial Award			7,147	
(h)	Buchan Medal Award	800		250	
(i)	C. Thomas Lowe Memorial Award				925
(j)	C.G.W. McKague Award			1,844	
(k)	C.M.H.C. & Hamilton and District Home Builders Association Award		500		35,675
(l)	Carol Moule Memorial Award		700	33,282	1,410
(m)	Continuing Education Award				6,000
(n)	Delta Staff Association Award				250
(o)	Doris Gasse Award				
(p)	Dr. E.A. Hutton Award				5,000
(q)	Dr. Harry Paikin Memorial Fund			3,925	
(r)	E. Michael Zebroski Music Scholarship				3,536
(s)	Elma Darlington Award				2,000
(t)	Elva Kendall Newlands Award in Literature		200		2,000
(u)	Emily Kirby Award in Family Studies				200
(v)	English Literature Award				500
(w)	Ezra E. Parkehouse Prize				100
(x)	Frank A. Magee Award				212
(y)	G.L. Cooper Award				500
(z)	George R. Allan Prize				200
(aa)	George R. Parke Award				590
(bb)	Gladys McAndrew Memorial Award		200		3,334
(cc)	H.H. Lowden Award				1,550
(dd)	Hamilton Draftsmen Association Prize				3,850
(ee)	Hamilton Place Award				100
(ff)	Hardy Awrey Memorial Fund		200		5,600
(gg)	Helen Detwiler Fund				1,675
(hh)	Hess Street Proficiency Award				1,050
(ii)	Hess Street School Reunion Award				2,000
(jj)	Hill Park Art Award				250
(kk)	Ida M. Robb Memorial Award				1,274
(ll)	James Johnson Memorial Award	600			9,416
(mm)	Jansen H.H. Memorial Award Fund				
(nn)	Jason Wong Memorial Award				
(oo)	Jim Cunningham Computer Memorial Award				
(pp)	John and Anna Gerula Academic Award				
(qq)	John McCullough Award	400			
(rr)	L. George Russell Award				

Royal Bank 7.875% June 15/92 June 17/96	Montreal Trust 7.875% June 15/92 June 15/96	Montreal Trust 6.375% June 2/93 June 2/96	C.I.B.C. 7.00% June 8/94 June 8/96	C.I.B.C. 8.00% July 7/94 July 7/96	Scotiabank 5.50% Nov 21/95 Nov 21/97	Total Investments	
						2,800	(a)
						1,844	(b)
						3,430	(c)
						1,205	(d)
						5,100	(e)
						500	(f)
						7,147	(g)
						1,050	(h)
						925	(i)
						1,844	(j)
						36,175	(k)
				2,670	900	38,962	(l)
						6,000	(m)
						250	(n)
	500					500	(o)
						5,000	(p)
						3,925	(q)
						3,536	(r)
						2,000	(s)
						2,200	(t)
						200	(u)
						500	(v)
						100	(w)
						212	(x)
						500	(y)
						200	(z)
						590	(aa)
				90		3,624	(bb)
						1,550	(cc)
						3,850	(dd)
						100	(ee)
		50		250		6,100	(ff)
		1,000	1,000		1,000	4,675	(gg)
						1,050	(hh)
						2,000	(ii)
						250	(jj)
						1,274	(kk)
						10,016	(ll)
203						203	(mm)
				1,715		1,715	(nn)
					3,900	3,900	(oo)
					1,200	1,200	(pp)
50						450	(qq)
343						343	(rr)

		Dominion of Canada 3.00% Due Sept 15/96	C.I.B.C. 4.125% Dec 15/93 June 15/96	Bank of Montreal 8.00% June 15/92 June 17/96	Province of Ontario 8.00% June 15/92 June 15/96
(a)	Laura Miller Award in Public Speaking		200		
(b)	Lawrence Munroe Scholarship				
(c)	Lucille Laframboise Memorial Award		90		170
(d)	Luke H. LeRoy Award				
(e)	Madelaine Westland Memorial Award				
(f)	McIlwraith War Memorial Award				
(g)	Megan Lawrence Alternative Education Fund				
(h)	Memorial Award	2,233			
(i)	Michael George Sudar Award				
(j)	Michael Lytwyn Memorial Award				
(k)	Muriel Eastman Scholarship in English				
(l)	Murray Black Music Scholarship		1,500		
(m)	Norman E. Reid Award				
(n)	OSSTF/Dorothy Collingwood Scholarship				
(o)	Paardeburg IODE Award				50
(p)	Pat Kirby Citizenship Award		124		150
(q)	Paul J. Myler Trust				
(r)	Philip Family Award				
(s)	R. Cole Award				
(t)	Ray McCormick Award				
(u)	Recognition of Excellence Award		508		
(v)	Roy S. Cartmell Memorial Award				
(w)	Royal Oak Dairy Award				
(x)	Russell N. Eden Art Awards				
(y)	Susan E. Bennetto Award				
(z)	Sandii Bell Award				
(aa)	Seneca School Citizenship Foundation Award				
(bb)	Sharon MacKay Trust Fund				
(cc)	Shubha Digne's "Buddy" Award				
(dd)	Sir Allan MacNab Academic Award				
(ee)	Sir John A. Macdonald Secondary School Award	1,117			
(ff)	Sir John M. Gibson Award				
(gg)	Stan Sobel Award				
(hh)	Stella Osborn Award				
(ii)	Strathcona Reunion Committee Award				
(jj)	Thomas F. McIlwraith Award				
(kk)	Vern Ames Prize in Mathematics				
(ll)	Walter Gasparik Memorial Award				
(mm)	Westdale Computer Fund				
(nn)	Wm. Alexander Lees Memorial Scholarship				
(oo)	Wm. Flannigan Geography Prize				
		$ 8,500	7,222	54,977	89,567
MARKET VALUE DECEMBER 31, 1995		$ 8,245	7,222	54,977	89,567

Royal Bank 7.875% June 15/92 June 17/96	Montreal Trust 7.875% June 15/92 June 15/96	Montreal Trust 6.375% June 2/93 June 2/96	C.I.B.C. 7.00% June 8/94 June 8/96	C.I.B.C. 8.00% July 7/94 July 7/96	Scotiabank 5.50% Nov 21/95 Nov 21/97	Total Investments	
17,000		7,000				24,200	(a)
9,504						9,504	(b)
3,387				80		3,727	(c)
1,000						1,000	(d)
1,000						1,000	(e)
150						150	(f)
10,500						10,500	(g)
3,700						5,933	(h)
				1,690	1,320	3,010	(i)
					800	800	(j)
329						329	(k)
	4,700	150		100		6,450	(l)
	2,577					2,577	(m)
				2,030	220	2,250	(n)
		1,950				2,000	(o)
2,798				100		3,172	(p)
		3,000	250		500	3,750	(q)
				500		500	(r)
594						594	(s)
	1,300					1,300	(t)
	5,800					6,308	(u)
			1,060			1,060	(v)
800						800	(w)
			7,000			7,000	(x)
1,116						1,116	(y)
680						680	(z)
150						150	(aa)
	3,474					3,474	(bb)
					500	500	(cc)
	5,128					5,128	(dd)
	1,000					2,117	(ee)
1,100						1,100	(ff)
	10,000		2,500			12,500	(gg)
	6,046					6,046	(hh)
	600					600	(ii)
	200					200	(jj)
	7,203					7,203	(kk)
	1,000					1,000	(ll)
					300	300	(mm)
	5,000					5,000	(nn)
	500					500	(oo)
54,404	55,028	6,150	18,810	9,225	10,640	314,523	
54,404	55,028	6,150	18,810	9,225	10,640	314,268	

The Board of Education for the City of Hamilton Foundation
STATEMENT OF SURPLUS AS OF DECEMBER 31, 1995
(figures rounded to nearest $)

Capital Funds	Balance Jan. 1/95 $	Donations $	Transfers $	Balance Disbursements $	Dec. 31/95 $
A.D. Needle Trust Fund Award	2,800				2,800
A.J. Krever Award	1,844				1,844
A. Morrell Memorial Scholarship	3,431				3,431
Andrew MacDonald Award	1,205				1,205
Art Scholarship	5,100				5,100
Award of Merit	500				500
Bill Mastin Memorial Award	7,147				7,147
Buchan Medal Award	1,050				1,050
C.G.W. McKague Award	1,844				1,844
C.M.H.C. & Hamilton and District Home Builders Association Award	36,175				36,175
C. Thomas Lowe Memorial Award	925				925
Carol Moule Memorial Award	38,062		900		38,962
Continuing Education Award	6,000				6,000
Delta Staff Association Award	250				250
Doris Gasse Award	500				500
Dr. E.A. Hutton Award	5,000				5,000
Dr. Harry Paikin Memorial Award	3,925				3,925
E. Michael Zebroski Music Scholarship	3,535				3,535
Elma Darlington Award	2,000				2,000
Elva Kendall Newlands Award in Literature	2,200				2,200
Emily Kirby Award in Family Studies	200				200
English Literature Award	500				500
Ezra E. Parkehouse Prize	100				100

Frank A. Magee Award	211			211
G.L. Cooper Award	500			500
George R. Allan Prize	200			200
George R. Parke Award	590			590
Gladys McAndrew Memorial Fund	3,624			3,624
H.H. Lowden Award	1,550			1,550
Hamilton Draftsman's Association Prize	3,850			3,850
Hamilton Place Award	100			100
Hardy Awrey Memorial Fund	6,100			6,100
Helen Detwiler Fund	4,675			4,675
Hess Street Proficiency Award	1,050			1,050
Hess Street School Reunion Award	2,000			2,000
Hill Park Art Award	250			250
Ida M. Robb Memorial Award	1,274			1,274
James Johnson Memorial Award	10,016			10,016
Jansen H.H. Memorial Award Fund	203			203
Jason Wong Memorial Award	1,715			1,715
Jim Cunningham Computer Memorial Award	3,872		28	3,900
John and Anna Gerula Academic Award	0	1,200		1,200
John McCullough Award	450			450
L. George Russell Award	344			344
Laura Miller Award in Public Speaking	24,200			24,200
Lawrence Munroe Scholarship	9,504			9,504
Lucille Laframboise Memorial Award	3,727			3,727
Luke H. LeRoy Award	1,000			1,000
Madelaine Westland Memorial Award	1,000			1,000
McIlwraith War Memorial Award	150			150
Megan Lawrence Alternative Education Fund	10,500			10,500
Memorial Award	5,933			5,933
Michael George Sudar Scholarship	2,100		910	3,010
Michael Lytwyn Memorial Award	0	800		800
Muriel Eastman Scholarship in English	329			329

Murray Black Music Scholarship	6,450				6,450
Norman E. Reid Award	2,577				2,577
OSSTF/Dorothy Collingwood Award	2,065		185		2,250
Paardeburg IODE Award	2,000				2,000
Pat Kirby Citizenship Award	3,172				3,172
Paul J. Myler Trust	3,750				3,750
Philip Family Award	500				500
R. Cole Award	594				594
Ray McCormick Award	1,300				1,300
Recognition of Excellence Award	6,308				6,308
Roy S. Cartmell Memorial Award	1,060				1,060
Royal Oak Dairy Award	800				800
Russell N. Eden Art Awards	7,000				7,000
Sandi Bell Award	680				680
Seneca School Citizenship Foundation Award	150				150
Sharon MacKay Trust Fund	3,474				3,474
Shubha Dighe's "Buddy" Award	0	500			500
Sir Allan MacNab Academic Award	5,128				5,128
Sir John A. Macdonald Secondary School Award	2,117				2,117
Sir John M. Gibson Award	1,100				1,100
Stan Sobel Award	12,500				12,500
Stella Osborn Award	6,046				6,046
Strathcona Reunion Committee Award	600				600
Susan E. Bennetto Award	1,116				1,116
Thomas F. McIlwraith Award	200				200
Vern Ames Prize in Mathematics	7,203				7,203
Walter Gasparik Memorial Award	1,000				1,000
Wm. Alexander Lees Memorial Scholarship	5,000				5,000
Wm. Flannigan Geography Prize	500				500
	$ 309,700	$ 2,500	$ 2,023	$ 0	$ 314,223

The Board of Education for the City of Hamilton Foundation
STATEMENT OF SURPLUS AS OF DECEMBER 31, 1995
(figures rounded to nearest $)

Unexpended Income	Balance Jan. 1/95 $	Donations/ Transfers $	Interest Receipts $	Disbursements/ Transfers $	Balance Dec. 31/95 $
A.D. Needle Trust Fund Award	127		233	225	135
A.J. Krever Award	292		166	200	258
A. Morrell Memorial Scholarship	195		166	328	33
Andrew MacDonald Award	54		102	0	156
Art Scholarship	165		249	240	174
Award of Merit	23		41	40	24
Bill Mastin Memorial Award	321		598	572	347
Buchan Medal Award	41		48	40	49
C.E. Lewis Award	45	500	17	500	62
C.G.A. Association Award	3	100	6	100	9
C.G.W. McKague Award	93		152	140	105
C.M.H.C. & Hamilton and District Home Builders Association Award	1,702		3,057	2,880	1,879
C. Thomas Lowe Memorial Award	211		93	0	304
Carol Moule Memorial Award	1,638	200	3,127	3,008	1,957
Continuing Education Award	416		520	500	436
Delta Staff Association Award	13		21	20	14
Doesburg Needy Student Award	685		54	0	739
Doris Gasse Award	22		19	39	2
Dr. E.A. Hutton Award	670		480	500	650
Dr. Harry Paikin Memorial Award	193		331	233	291
E. Michael Zebroski Music Scholarship	263		304	350	217
Elma Darlington Award	255		176	100	331
Elva Kendall Newlands Award in Literature	190		186	138	238

Emily Kirby Award in Family Studies	25		18	16	27
English Literature Award	23		41	40	24
Ezra E. Parkehouse Prize	5		8	8	5
Frank A. Magee Award	10		17	17	10
Friends of Westdale Rowing	6,933	4,290	517	9,384	2,356
G.L. Cooper Award	141		52	0	193
George R. Allan Prize	127		26	0	153
George R. Parke Award	36		49	55	30
Gladys McAndrew Memorial Fund	158		300	0	458
Graduation Award	1,639		128	0	1,767
H.H. Lowden Award	147		137	114	170
Hamilton Draftsman's Association Prize	191		319	300	210
Hamilton Foundation Bursary	2		0	0	2
Hamilton Place Award	13		9	16	6
Hardy Awrey Memorial Fund	258		501	254	505
Helen Detwiler Fund	498	1,000	366	0	1,864
Hess Street Proficiency Award	289		105	112	282
Hess Street School Reunion Award	178		173	140	211
Hill Park Art Award	32		23	26	29
Ida M. Robb Memorial Award	61		106	100	67
J.D. Watson Award	658		48	150	556
James Johnson Memorial Award	630		823	800	653
Jansen H.H. Memorial Award Fund	25		18	16	27
Jason Wong Memorial Award	81		138	137	82
Jim Cunningham Computer Memorial Award	59		101	128	32
John and Anna Gerula Academic Award	0	100	75	100	75
John McCullough Award	15		17	16	16
L. George Russell Award	15		28	27	16
Laura Miller Award in Public Speaking	3,337		2,088	1,030	4,395
Lawrence Munroe Scholarship	430		789	760	459
Leo Barnett Award	6,257		496	0	6,753
Lucille Laframboise Memorial Award	166		301	200	267
Luke H. LeRoy Award	90		87	33	144

Madelaine Westland Memorial Award	49		83	80	52
McIlwraith War Memorial Award	7		13	0	20
Megan Lawrence Alternative Education Fund	476		876	0	1,352
Memorial Award	339		388	309	418
Michael George Sudar Scholarship	98	990	184	1,060	212
Michael Lytwyn Memorial Award	0		20	0	20
Muriel Eastman Scholarship in English	42		29	26	45
Murray Black Music Scholarship	290		468	400	358
Norman E. Reid Award	118		211	150	179
OSSTF/Dorothy Collingwood Award	79	325	174	485	93
Other - Change Your Future	9,900	12,300		22,200	0
Other - Towards environmental betterment					
-- Glen Echo		900		900	0
-- Lloyd George		800		800	0
-- Stinson Street		1,000		1,000	0
Other - Arts Camp		1,000		1,000	0
Other - Art Mural		6,568		6,568	0
Other - Needy Students -- Scott Park		400		400	0
Other - Needy Students -- Gibson		500		500	0
Other - School Nourishment Programs					
-- W.H. Ballard		500		500	0
-- Robert Land		300		300	0
-- Sir Winston Churchill Children's Centre		500		500	0
-- Scott Park Little Spartan's Children Centre		500		500	0
Other - Towards purchase of equipment					
-- Queen Victoria		3,041		3,041	0
-- Norwood Park		200		200	0
-- R.A. Riddell		120			120
-- Dalewood		1,111			1,111
-- Norwood Park		500			500
-- Hamilton Board of Education		1,300		1,300	0
-- Other			10		10
Paardeburg IODE Award	75	369	147	500	91
Pat Kirby Citizenship Award	173		258	120	311
Paul J. Myler Trust	702		280	74	908

Philip Family Award	21	200	40	240	21
R. Cole Award	26		49	46	29
Ray Irvine Memorial Award for Young Authors	371	100	26	175	322
Ray McCormick Award	103		53	100	56
Recognition of Excellence Award	755		536	346	945
Rob Johnstone Memorial Award		700		700	0
Roy S. Cartmell Memorial Award	57		78		135
Royal Oak Dairy Award	84		67	112	39
Russell N. Eden Art Awards	1,403		598		2,001
Sandi Bell Award	31		55	54	32
Seneca School Citizenship Foundation Award	37		14	21	30
Sharon MacKay Trust Fund	165		285	275	175
Shubha Dighe's "Buddy" Award	0	70	17	70	17
Sino-Canadian Friendship Award	1,877		149		2,026
Sir Allan MacNab Academic Award	1,647		542	82	2,107
Sir John A. Macdonald Secondary School Award	92		121	110	103
Sir John M. Gibson Award	243		105	60	288
Stan Sobel Award	880		1,042	800	1,122
Stella Osborn Award	591		513	600	504
Stinson Street School Nutrition Program	0	9,845	134	4,068	5,911
Strathcona Reunion Committee Award	50		52	40	62
Susan E. Bennetto Award	62		98		160
Szucs Needy Student Fund	108		65		173
Thomas F. McIlwraith Award	9		17		26
Vern Ames Prize in Mathematics	514		598	754	358
Walter Gasparik Memorial Award	45		81	73	53
Westdale Computer Fund	100	300	4		404
Wm. Alexander Lees Memorial Scholarship	219		406	394	231
Wm. Flannigan Geography Prize	103		48		151
	$ 52,087	50,629	26,984	76,164	53,536

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